

REPORT
OF
The Standardization Committee
(Engineering), Bombay

SECOND EDITION



BOMBAY

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STANDARDIZATION COMMITTEE (ENGINEERING),
WELLINGTON CINEMA BUILDING,
DHORI TALAO, BOMBAY No. 2.

18th March 1950.

From

THE CHAIRMAN,
Standardization Committee (Engineering), Bombay ;

To

THE REGISTRAR,
Industrial Court and Secretary Industrial Tribunal, Bombay.

Subject.—Standardization and determination of fair wages in the
four Engineering Concerns, viz.,

- (1) Mazagaon Dock Ltd., Bombay,
- (2) Alcock Ashdown & Co. Ltd., Bombay,
- (3) Crompton Parkinson (Works) Ltd., Bombay,
- (4) Richardson & Cruddas Ltd., Bombay.

Sir,

With reference to your letter No. 5395, dated 3rd August 1949, conveying the directions of the Industrial Tribunal that this Committee should proceed to frame the scheme of standardization of wages for the four Engineering Concerns in accordance with the interim award given by the Tribunal on 18th July 1949, we have the honour to report as follows :—

CHAPTER I

INTRODUCTION.

Appointment of the Committee.

The Government of Bombay by their resolution No. 2384/46, dated 26th October 1948, appointed this Committee and the original composition of the same was :—

Chairman :

Mr. N. G. Kewalramani, E.Sc. (Eng.) Glas., C.P.E., B.E. (Civil),
Bom. M.R.San.I.

Members :

- (1) Mr. Nazar Futehally, B.Sc. (E.E.) C.E.E. (Milwaukee)
- (2) Mr. George D'Silva.

Mr. M. P. Kanga, M.Sc. (Tech.), J.P., was appointed Chairman in place of Mr. N. G. Kewairamani, by Government Resolution No. 2384/46, dated 9th April 1949, and Dr. Pranlal Patel, Dip. Ing., was appointed in place of Mr. George D'Silva by Government Resolution No. 2384/46, dated 9th August 1949.

The Terms of Reference.

The general terms of reference of the Committee according to the Government Resolution are :

- (1) To investigate and consider all questions pertaining to minimum wage, standardization of wage and connected matters which may be referred to it by the Industrial Tribunals.
- (2) To examine the working of any scheme of standardization of wages which has been brought into force by an award of the Industrial Tribunal and to make a report when requested by Government or the Industrial Tribunal to do so.

The present reference to the Committee by the Industrial Tribunal, Bombay.

In respect of disputes relating to the four Engineering Concerns, viz.,

- (1) Mazagaon Dock Ltd., Bombay,
- (2) Alcock Ashdown & Co. Ltd., Bombay,
- (3) Crompton Parkinson (Works) Ltd., Bombay,
- (4) Richardson & Cruddas Ltd., Bombay,

which were referred to the Industrial Tribunal for adjudication by the Government of Bombay, the Tribunal had referred to this Committee the question of settling the fair minimum wage for the Engineering Industry in Bombay and in particular for the four Engineering Concerns. The directions of the Tribunal contained in their Order dated 27th December 1948 were as follows :—

“The dispute in these proceedings was referred to me by the Government of Bombay, under section 10 sub-section (1) of the Industrial Disputes Act, 1947, by their Notification No. 1245/46 of the Political and Services Department, dated the 3rd July 1947.

“The dispute related to several demands, all of which, except Demand No. 1 relating to fixing of grades and scales of wages, were adjudicated by me. The award was published in the *Bombay Government Gazette*, Extraordinary, Part I, dated the 16th June 1948 at pages 2846-N to 2346-T. Adjudication on the demand relating to grades and scales of wages was held over by common consent and Government was requested by the President of the Industrial Court to appoint a Committee for standardization of

wages in the Engineering Industry in the City of Bombay. A Standardization Committee had accordingly been constituted by Government and the terms of reference to the Committee have also been specified as will appear from the resolution of the Labour Department No. 2384/46, dated the 26th October 1948.

"Along with this dispute, three other disputes in the Engineering Industry were pending adjudication by me at the time; and in all of them, a similar demand for fixing grades and scales of wages has been made. The other demands were disposed of by me and awards were made and published, likewise. After a copy of the resolution constituting the Standardization Committee was received from Government, notices were issued to the parties or their representatives in all the four disputes and they were heard as to the procedure that should be adopted by me in referring the question regarding the fixing of grades and scales of wages to the Committee. They were all unanimous that the Committee should, in the first instance, be requested to settle the minimum wage in the Engineering Industry and to submit a report in that respect. The proposal appeals to me as quite reasonable, as not all the concerns in the industry are before me and I would not be in a position to determine a fair minimum wage without reference to the wages obtaining in the industry in Bombay as a whole. It is expected that the Committee will take such wages into account and settle a minimum wage which would be fair and reasonable for these four units. On the report as to such minimum wage being received from the Committee I am desired by the parties and their representatives to hear them before adopting the report and determining the minimum fair wage finally. Such a procedure is stated to be quite, desirable in order that the labour that the Committee might bestow upon the question of adjusting differentials for the several higher categories above the lowest may not be wasted. After the question of the minimum wage for the lowest category is determined by this Tribunal the Committee can be requested to proceed to settle the wages for the higher categories by suitably adjusting the differentials."

"Accordingly, I do hereby refer to the Standardization Committee the question of settling a fair minimum wage for the Engineering Industry in Bombay and request the Committee to report as to such minimum wage within a month from the date hereof. A further reference for settling the wages for the higher categories in the industry by adjusting the differentials suitably will be made after this Tribunal finally determine the minimum wage on hearing the parties."

The Committee submitted its report in respect of the fair minimum wage, to the Tribunal on 14th May 1949 and by means of their Interim Award dated 18th July 1949 the Tribunal adopted the recommendations of the Committee in respect of the minimum wage. In the last paragraph of the Award it has been stated that :

"In the result, I adopt the recommendation of the Standardization Committee that Rs. 30 should be taken as the fair minimum wage for the Engineering Industry and in the four concerns. The Committee will be directed to standardize wages in the four concerns in respect of similar occupations and to determine fair wages for other occupations that may be peculiar to the concerns. The Committee will determine the standard and fair wages in relation to the prices at the pre-war level, i.e., in August 1939."

By letter No. 5395, dated 3rd August 1949 from the Registrar, Industrial Court, this Committee was directed to proceed with the task of framing its scheme of standardization.

CHAPTER II

PROCEDURE FOLLOWED.

On receipt of the above directions of the Tribunal the representatives of the Unions concerned were informally consulted and they were unanimous in their opinion that as the Union had little or no wage-data in their possession, the Committee should first obtain detailed statements from the Employers, containing the categories of workers and the wage rates paid to such categories before inviting statements from the Unions. Accordingly, the four concerns were requested to supply the necessary particulars regarding the occupations and the rates of wages paid by them. Messrs. Alcock Ashdown & Co. Ltd., and Messrs. Richardson & Cruddas Ltd. supplied the information by the 10th of August but the other two concerns were unable to send their statements until the middle of September 1949. The statements furnished by the Concerns were examined by the Committee and copies were sent to the Unions inviting their comments thereon. The Unions sent their statements together with drafts of standardization schemes in the beginning of November 1949. On 25th November 1949, however, the Engineering Mazdoor Sabha and the Dockyard Labour Unions submitted revised schemes to replace the schemes which they had already sent. After perusing these statements copies were forwarded to the managements of the four Concerns inviting their comments thereon within a week. The Concerns wrote to say that the time given was insufficient and actually replies were not received before 24th February 1950. The Indian Engineering Association also submitted a detailed memorandum to us with which the representatives of the four Concerns expressed general agreement.

While the parties were engaged in the preparation of their statements, the Committee undertook a programme of visiting several Engineering Concerns in Bombay (including the four Concerns under reference) with a view to find out the nature of work performed and wages generally paid in relation to it. We found that there was no

uniform system of nomenclature, classification and rates of wages in the Engineering Industry but attempts were being made in this direction by the two Engineering Associations. However, the three Concerns Alcock Ashdown & Co. Ltd., Richardson & Cruddas Ltd. and Mazagaon Dock Ltd., were found to have common nomenclature and similar wages in their works to a certain extent. In order to proceed with our work, therefore, we took into consideration the occupational terms etc. used by the Concerns in particular and the definitions prepared by the Directorate of Resettlement and Employment, Government of India. We also had informal consultations with the authorities of the B. B. & C. I. Railway, the Bombay Port Trust as well as the Principal Officer of the Mercantile Marine and their co-operation has been of material assistance to us. Several useful suggestions were made by the managements and workers in the course of our visits. In addition we held informal discussions with the representatives of the two Engineering Associations and they have placed at our disposal particulars regarding the wage-rates prevalent in their member-concerns as well as certain material collected by them in respect of the conditions in the Engineering Industry in other countries. As we have been directed to frame the scheme on the basis of the prices at the pre-war level we made attempts to obtain information of the actual rates of wages prevalent in 1939. We were not able to obtain much information for that year but made use of the General Wage Census conducted by the Labour Office, Government of Bombay, in 1934 for the Engineering Industry. It was generally thought that the wage levels in 1939 were about the same as those prevalent at the time the Census was taken.

After receiving the statements from the parties, we requested the managements of the four Concerns and the representatives of the Union to appear separately before the Committee and after ascertaining their respective points of view we also convened a joint meeting before finalising our scheme.

CHAPTER III

ANALYSIS OF MEMORANDA AND EVIDENCE.

The Committee have received from the different parties and the Indian Engineering Association, the following :—

- (1) Schedules of scales of pay etc. from Alcock Ashdown & Co. Ltd., Richardson & Cruddas Ltd., Mazagaon Dock Ltd., and Crompton Parkinson (Works) Ltd. (Vide Appendices A, B, C & D respectively).
- (2) Statements submitted by the Engineering Mazdoor Sabha, Dockyard Labour Union and Crompton Parkinson (Works) Ltd. Employees' Union, together with their draft schemes (Vide Appendices E, F & G respectively).

(3) Replies from Richardson & Cruddas Ltd., and Crompton Parkinson (Works) Ltd., in connection with draft schemes submitted by the Union (Vide Appendices H & I respectively).

(4) Memorandum received from the Indian Engineering Association, dated 23rd February 1950 (Vide Appendix J).

The parties also furnished from time to time information called for by this Committee.

The four Concerns have stated that they were in general agreement with the views expressed by the Indian Engineering Association in its memorandum. The Association has grouped the main occupations in the Engineering Industry in Bombay under three categories of skilled, semi-skilled and unskilled. Definitions of work normally done in the above occupations as prepared by the Association have also been given in the memorandum. As far as the question of standardization of wages is concerned, the Association mainly relies on the West Bengal Award for the Engineering Industry. After quoting from that award in extenso the Association urges this Committee to fix only minimum wages for the three categories and to leave all increases above the minimum to be fixed by merit and increased out-put and not on service. Their argument is that even the present minimum wages have been fixed at a high level and any further service increments would only make the position of the Industry in competition worse and drive away the business from Bombay to other centres like Calcutta where wages are low. As far as the grading in the skilled Trades is concerned the Association has stated that such grading must necessarily be done by standardizing Trade Tests. As there are no such generally accepted trade tests existing in India, grading should not be made compulsory. The recommendations of the Association are reproduced below :—

“(1) Due to almost insurmountable difficulties in the way of the standardization of occupational terms, it is recommended that your Committee should not attempt this task at the present stage of development in the trades (labour) union movement in India.

(2) Taking the minimum basic daily rate of an unskilled worker at Rs. 1-2-6 per day of 8 hours or 28 pies per hour it is recommended that the *minimum basic wage rate for semi-skilled labour be fixed at something less than the Calcutta figure of Rs. 35 per month of 26 working days, i.e. below Rs. 1-5-7 per day of 8 hours or below 32 pies per hour, especially considering the high dearness allowance paid in Bombay, e.g., to these workers it is Rs. 2 per day at present or 48 pies per hour.*

(3) That the minimum basic rate of Rs. 1-12 per day of 8 hours for *skilled labour* at present pertaining in the larger engineering works in Bombay is not increased again especially in view of the high dearness allowance paid in these factories.

(4) That service increments are not given and that all increments over the minimum are based on merit, i.e. skill and output.

(5) That grading is not made compulsory.

(6) It is recommended that having fixed the wage minimums the Committee allow employers to classify their workers leaving out all such names as 'helpers' and 'assistants' to occupations."

Crompton Parkinson (Works) Ltd., in their separate Memorandum point out that the wages at present should be considered in conjunction with the various other privileges in force such as paid leave, provident fund, gratuity, bonuses, etc. The Concern has strongly opposed any scheme whereby increments in wages are granted irrespective of merit and efficiency of the worker concerned as that might have the effect of destroying incentive and reducing the out-put in the course of time. As regards the scheme proposed by the Union, the Company contends that the grades proposed are far too high to require any consideration.

The Dockyard Labour Union in its memorandum dated 3rd November 1949 has explained the views of the Union on the question of standardization of wages in the Engineering Industry generally, and also indicated the basis on which its draft scheme has been worked out. At the outset it was pointed out by the Union that the minimum wage of Rs. 30 per month of the unskilled worker recommended by the Committee and subsequently adopted by the Tribunal, was considered very inadequate by the Union. In the course of subsequent meetings the General Secretary of the Union stated that they considered Rs. 55 as a fair minimum wage and their scheme had been worked out more or less against that background.

The Union then proceeds to state that the general level of skill required in the Engineering Industry is the greatest and consequently the general wage level is the highest, not only in Western Countries but in India as well.

The Union has stated that it has taken the following factors into consideration in formulating its scheme :

- (1) The degree of skill to be cultivated in the different categories of workers ;
- (2) Strain of work ;
- (3) Responsibility involved ;
- (4) Training and qualification required ;
- (5) Experience involved ;
- (6) Mental and physical requirements ;
- (7) Hazard attendant on work ;
- (8) Fatigue ;
- (9) Irksomeness involved in the work ; and
- (10) The standard of living to be assured to the worker concerned.

The Union then mentions that it has taken into consideration several awards such as the Ford Motors Award, the Premier Automobiles Award and the Burmah Shell Award. It also refers to the recommendations of the Central Pay Commission and the scales adopted by the Railways and the Port Trust following the recommendations of the Pay Commission.

After these general observations, it has commented upon the system of two grades in some occupations introduced by the Mazagaon Dock Ltd., and has pointed out that out of the skilled workers placed in Grade I more than 50 per cent. should really have been classified under Grade II.

The Engineering Mazdoor Sabha has indicated that it generally agrees with the views expressed by the Dockyard Labour Union. The Crompton Parkinson (Works) Ltd., Employees' Union has submitted a scheme of fair wages in the Concern and has not given a scheme of standardization as in its opinion there were very few occupations common with the rest of the Concerns. In the course of subsequent interviews, the Union has stressed the point that in Crompton Parkinson (Works) Ltd., there was no system of grades at all while in other three Concerns a combined system of yearly increments and merit increments had been adopted following the Wassoodew Award.

The Committee after examining the various schemes submitted and considering the opinions expressed in the course of the interviews, found that there was a very wide divergence between the view points of the two parties. Attempts were made to reconcile the opposing views in the common meetings but while the employers were anxious to propose a scheme below the Calcutta level and at the most retain the present rates, the Unions pressed for virtually doubling the existing wages. It appears to us that the wage rates suggested by the Unions are considerably higher than the general level of wages in the Engineering Industry. However, it is necessary to take into consideration their arguments in favour of time-scales. It would also appear that the schemes at present in force in the Concerns need modification so that our object in view viz standardization can be achieved.

CHAPTER IV

GENERAL CONSIDERATIONS WITH REGARD TO THE FORMATION OF A SCHEME OF STANDARDIZATION AND FIXING OF FAIR WAGES.

Basis for determining fair wages.

In formulating the scheme of standardization and determining fair wages, the Committee have taken the following as the basis :—

- (1) The minimum basic wage of the unskilled worker is Rs. 30 per month of 26 days as per Interim Award (Part II) dated 18th July 1949 by the Industrial Tribunal.

(2) The basic wages or wage scales of the higher categories would be determined taking into consideration such factors as,

- (a) Degree of skill.
- (b) Degree of responsibility.
- (c) Technical knowledge required.
- (d) The strain, effort and fatigue involved.
- (e) Disagreeableness of the task e.g., on account of dirty atmosphere.
- (f) Hazards attendant on the work.

(3) The proper differentials between the basic wage rates paid to various categories of workers have to be established irrespective of whether the total emoluments being paid at present by any concern are fair or not.

(4) Wages should be paid to workers according to the nature of the work they are engaged for and not necessarily according to their qualifications or capacity, e.g., a man engaged as a rough carpenter for doing ordinary jobs should be paid comparatively lower wages even though he himself may be a first class carpenter and could earn a much higher wage if he were employed as such.

(5) It should be possible for a worker to earn progressively higher wages even if he continues to do the same type of work, because of his increasing experience and skill and length of service. Short time-scales are therefore desirable. The upper and lower limits of these would indicate the maximum and minimum that a worker should get for a particular type of work.

(6) The wages recommended should be in conformity with the general level of wages in the Engineering Industry, in Bombay.

(7) The burden on account of any increase in wages should not be such that it would be beyond the capacity of the industry to bear it.

(8) In the case of repetition workers, consideration has to be given to such factors as continuity of operation, speed and responsibility for production and the accuracy and the quality of work turned out. Therefore, even though a repetition worker generally is not required to possess the skill of a tradesman, his wage may be comparatively high.

Observations with regard to the general classification of workers.

An important consideration in the standardization of wages is the proper classification of tradesmen into certain groups. According to the present practice in the General Engineering Industry, workers are roughly divided into four groups, viz. highly skilled, skilled, semi-skilled and unskilled.

Under the first group fall the Maistry and Specialist. In Bombay the term Maistry is generally applied to a highly skilled and efficient tradesman capable of turning out work with the highest degree of precision and accuracy, who controls and directs skilled operatives in their work. Such a workman is capable of also making dimensioned sketches, reading drawings and estimating quantities. The specialist is generally a highly skilled tradesman who has special knowledge and experience of a particular branch of work.

The second group consists of skilled workmen capable of working independently and efficiently and turning out precision and/or accurate work. They would also be capable of reading drawings and working from simple drawings and sketches. Such tradesmen may be recruited from trade apprentices who might have completed a specified number of years training under proper supervision or by promotion from a lower group of men who have acquired sufficient skill and experience.

The next group comprises of semi-skilled workmen performing operations not requiring judgment or dexterity but manipulative ability, vigilance and alertness. Their work would generally be of a well defined routine nature but the occupations may require the performance of part of a tradesman's work although to a relatively limited extent.

Unskilled workers are placed in the fourth group. They are engaged in manual occupations which involve the performance of simple duties which they may learn within a short period of time. They are required to exercise little or no independent judgment. The occupations, however, vary from those involving a minimum physical exertion to those characterised by heavy physical work.

In this connection it may be noted that a similar classification was made in the General Wage Census (1934) of the Government of Bombay. Workmen were grouped into 3 groups viz., (1) 'Maistries', (2) 'Superior' workmen and (3) 'Ordinary' workmen corresponding to the first 3 groups mentioned above. This is also in consonance with the classification recommended by the Central Pay Commission and adopted by the Railways and the Bombay Port Trust.

We consider that the present practice with regard to classification is generally satisfactory and therefore we have classified workmen, in our scheme, into four main classes. Our investigation also has indicated that some sub-division particularly of the third group is necessary on account of the varied nature of the occupations.

Standard Occupational Terms.

Besides the classification of workers an important feature of the scheme is the standardization of occupational terms. In this connection we have examined the publication 'Employment Exchange Guide to Occupational Classification' issued by the Directorate

General of Resettlement and Employment, Ministry of Labour, Government of India, as well as the schemes of the four Concerns, who have, to a considerable extent, standardized occupational terms.

In general, the Standard Occupational Terms used by the Concerns are satisfactory and they have been adopted by us with certain modifications as will be seen from the Statements appended hereto. Wherever possible, we have simplified the scheme by reducing the number of occupational terms used and using the Standard Occupational Terms in conjunction with the class in which the occupation would fall. For example we suggest that such terms as 'Hammermen' and 'Strikers' are replaced by 'Class III D Blacksmiths'.

CHAPTER V

EXAMINATION OF THE PROPOSALS OF THE PARTIES WITH RESPECT TO WAGE RATES AND DIFFERENTIALS.

The three Concerns, Alcock Ashdown & Co. Ltd., Richardson & Cruddas Ltd. and Mazagaon Dock Ltd. wish to continue their existing wages and scales which are based on the Award of Mr. Wassoodew in 1946, in connection with wages etc., in Mazagaon Dock Ltd. In Alcock Ashdown & Co. Ltd., and Richardson & Cruddas Ltd., a single scale is used for tradesmen or skilled workers who are paid Rs. 1-12-0 to 2-2-0 (with bi-annual increments of As. 2, per day). Merit increments are also given at the discretion of the Concerns so that the maximum that this class of workmen can earn, is Rs. 3-2-0.

In the Mazagaon Dock Ltd., however, there are two scales or Grades for skilled workers or tradesmen. In Grade I the workman generally gets Rs. 1-12-0 to 2-2-0 per day (with bi-annual increments of As. 2 per day) and with merit increments, the maximum that he can earn is Rs. 2-4-0.

In Grade II the workman generally gets Rs. 2-8-0 to 2-14-0 per day (with bi-annual increments of As. 2 per day) and he can earn up to Rs. 3-2-0 per day with merit increments.

In the above Concerns the basic wages of the semi-skilled workmen fall between Rs. 1-2-0 and Rs. 2-2-0. The upper and the lower limits for the Maistry class are Rs. 3-4-0 and Rs. 4-8-0.

The dearness allowance paid by the three Concerns is according to the two scales A and B mentioned in the Statements submitted by the Mazagaon Dock Ltd.

Crompton Parkinson (Works) Ltd., pay between Rs. 2-8-0 and Rs. 4-0-0 or 4-8-0 per day to their first class tradesmen and between Rs. 1-4-0 and Rs. 3-4-0 per day to repetition workers. They have adopted the A scale for paying dearness allowance. An examination of the existing scheme of the Concerns reveals the following :—

(i) The basic wages paid by Alcock Ashdown & Co. Ltd., Richardson & Cruddas Ltd. and Mazagaon Dock Ltd., are low and not in keeping with even the pre-war level of wages as indicated by the General Wage Census of 1934. For example, the average of the minimum and maximum which a tradesman can earn is only about Rs. 64 per month (of 26 days), whereas the average daily earnings of the 'superior' workmen were about Rs. 2-12-0, i.e., a little over Rs. 70 per month according to the 1934 Census. Further the average daily rates of Maistries given in the Census are :

			Rs.	a.	p.
Moulders	...	...	3	15	7
Blacksmith	...	...	4	2	10
Pattern maker	...	...	4	7	5
Carpenter	...	...	4	9	4
Machinist	...	...	5	0	1
Fitter	...	...	5	4	7

whereas even the *maximum* wage for Maistries mentioned in the Statements of Richardson & Cruddas Ltd. and Mazagaon Dock Ltd., is only Rs. 4-8-0. This however, happens to be compensated at present by the higher rate of dearness allowance paid under the B scale.

(ii) Skilled workers in the three Concerns have to rely on merit increments which are given entirely at the discretion of the Management. A complaint of the Unions is that very few merit increments are given.

(iii) All the workmen in Crompton Parkinson (Works) Ltd., have to rely on merit increments which are entirely given at the discretion of the Management.

(iv) Mazagaon Dock Ltd., have, of their own, adopted two scales for the tradesmen as already mentioned.

(v) If in the three Concerns, Alcock Ashdown & Co. Ltd., Richardson & Cruddas Ltd. and Mazagaon Dock Ltd., the earnings including dearness allowance given at present on the B scale are kept constant but the basic wages readjusted using only the A scale of dearness allowance, the basic wages so arrived at would be more in conformity with the general wage level in the Engineering Industry. As an example, the upper limit of the tradesman's wage is Rs. 81 and the dearness allowance received by him is also about Rs. 81.

Therefore, his total earnings on account of these two items, are Rs. 162. If dearness allowance is taken to be Rs. 52 according to the A scale, the basic wage would be Rs. 162 minus 52 or Rs. 110 and this figure (rather than Rs. 81) compares favourably with the upper limit of wages earned by tradesmen in pre-war years. It is seen that the maximum wage that Crompton Parkinson (Works) Ltd. pay to their first class workmen is also Rs. 117.

As already mentioned the scales proposed by the Unions appear to be high as compared with the general wage level in the Industry, particularly as they wish to retain the B scale for dearness allowance. Further, the differentials and classification given by them are not correct in some cases and the number of scales is also large.

For facilitating the comparison of the wage proposals of the Parties, a chart entitled 'Chart showing wage scales in the four concerns Alcock Ashdown & Co. Ltd., Richardson & Cruddas Ltd., Mazagaon Dock Ltd., and Crompton Parkinson (Works) Ltd. and wage scales proposed by the three Unions, Engineering Mazdoor Sabha, Dockyard Labour Union and Crompton Parkinson (Works) Ltd. 'Employees' Union', are attached hereto.

We have compared the wage rates existing in the Concerns and those suggested by the Unions with the wage scales recommended by the Central Pay Commission and adopted by the Railways and the Bombay Port Trust with some modifications. The Railway Scales are as follows :—

Skilled Workmen.—55—3—85—4—93—E.B.—4—125—5—130.

Semi-skilled.—35—1—50—E.B.—2—60.

These figures do not include house rent and compensatory local allowances given by the Railways and Port Trust. Our observations with regard to the above are :—

- (1) Only a single extended scale is used for the tradesmen.
- (2) Including allowances the upper and lower limits would be high compared with the level of wages obtaining in the Engineering Industry.
- (3) The scale for the semi-skilled class of workmen overlaps that for the skilled workmen and this also is an extended time-scale.
- (4) If the existing basic wage rates for tradesmen in the three concerns Alcock Ashdown & Co. Ltd., Richardson & Cruddas Ltd. & Mazagaon Dock Ltd. are compared with the wage scale of the Railways they would be found to be very low. But if they are adjusted on the basis of the 'A' Scale of dearness allowance as mentioned above, they would approach the limits of the Railway Scale. The

upper and lower limits of wages of first class tradesmen mentioned by the Crompton Parkinson (Works) Ltd. are fairly close to the upper and lower limits of the Railway Scale.

Although, in our opinion, the limits of the wage rates of skilled tradesmen in the Industry in Bombay approach, to a certain extent, the limits of the Railway Scale we are not in favour of a single extended time-scale for all tradesmen, as we find that two classes of tradesmen do exist in the Industry and the result of adopting such a scale would be that an unnecessary burden would be thrown on the Industry.

In general, we do not think it advisable to recommend the continuation of the existing scales in the Concerns or the adoption of the scales suggested by the Unions. It appears that the preparation of a fresh scheme is necessary and this we discuss in the next Chapter.

CHAPTER VI

GENERAL SCHEME OF CLASSIFICATION AND WAGE SCALES PROPOSED.

In the foregoing Chapters we have discussed the basis for determining fair wages and have given our observations with regard to general classification of workers and standardization of occupational terms. We have also examined the existing wage rates in the Concerns and the scales proposed by the Unions as also the scales in force in the Railways and the Bombay Port Trust. Considering everything we frame the following scheme of classification and wage scales.

Workmen in the Engineering Industry would be divided into four classes.

Class I would be sub-divided into two Grades as follows:—

A—Rs. 117—9/12—185/4 per month.

„ 4/8—6 As.—7/2 per day.

B—Rs. 117—8/2—149/8 per month.

„ 4/8—5 As.—5/12 per day.

The highly skilled workman or the Maistry would be paid the A scale. This scale is reasonable in view of the wages generally earned by this class of workmen. Scale B is meant for Specialists and certain highly skilled workmen.

Class II would have two Grades:—

A—Rs. 65—4/1—97/8—E.E.—6/8—117—per month.

„ 2/8—2½ As. 3/12—E.B.—4 As. 4/8 per day.

B—Rs. 65—4/1—97/8 per month.

„ 2/8—2½ As. 3/12 per day.

We recommend the Class IIA scale for the skilled or 'superior' tradesmen with training and experience who can work independently. (Such men are generally capable of reading, drawing, working from sketches and doing precision work). The average of the upper and lower limits of this scale is Rs. 91 per month or roughly three times the wage of an unskilled worker. An efficiency bar is provided so that, as in the case of the Railways and Port Trust, only efficient workmen who have a satisfactory service record would earn a higher wage in the scale. The lower limit approaches the lower limit of the Railway Scale (including allowances) but the upper limit of Rs. 117 is kept considerably lower than the upper limits of the Railway Scale (including allowances) as it is in consonance with the upper limit in the Industry and as we prefer to have a separate scale which does not over-lap Class IIA, i.e. Class IB (Rs. 117 8/2—149/8 per month) for Specialists and highly skilled workmen as already stated by us. Incidentally the limits of the proposed scale are not very different from those of the tradesmen's Grade II of Mazagaon Dock Ltd., after readjustment of the basic wage, using the A scale for Dearness Allowance as mentioned in Chapter V. We consider the differential between this scale and that of unskilled or Class IV workers as adequate under the present conditions, in view of the pre-war and the present level of wages of skilled tradesmen, their importance as compared with other categories in the Engineering Industry and the training and experience acquired by them.

The B Scale is a part of Scale A, the upper limit being at the Efficiency Bar in that Scale. This grade is necessary for certain occupations particularly machinemen and repetition or process workers operating several or complicated types of semi-automatic or automatic machines and who are capable of giving large production. As different from skilled tradesmen, such workmen would not be expected to earn basic wages over about Rs. 100.

Class III would be divided into four grades :—

- A—Rs. 52 3/4 65 per month.
 " 2 2 As. 2/8 per day.
- B—Rs. 43/14 1/10 52 per month.
 " 1/11 1 Anna 2 per day.
- C—Rs. 35/12 1/10 52 per month.
 " 1/6 1 Anna 2 per day.
- D—Rs. 32/8 13 As. 40/10 per month.
 " 1/4 1/2 Anna 1/9 per day.

This class of workmen would include a lower class of tradesmen, all semi-skilled workmen and unskilled workmen requiring some aptitude and knowledge of the process involved or engaged on doing heavy physical work. Most repetition and process workers would also fall in this class.

Grade A would apply to a lower class of tradesmen such as fitters, machinists, blacksmiths, moulders and carpenters who are not required to do precision work and have to be constantly instructed and supervised. As already mentioned by us, our investigation shows that two classes of tradesmen exist in the Industry. For example a fitter engaged on hard-ware jobs such as making railings is of a very different class from that of a tool room fitter. Similarly a rough carpenter falls in a class different from a cabinet maker or a pattern-maker. On the other hand it seems unnecessary to have more than two grades for tradesmen. Class IIIA men would generally be recruited from apprentices where apprenticeship schemes exist or by promoting lower grade workmen who have acquired some experience. Suitable men in this grade would be expected to be promoted to Class IIA as vacancies occur in Class II. As however the prospects of this class of tradesmen depend on vacancies in Class IIA, the Committee have thought it desirable to have Grade A as a very short time-scale, the lower limit being between the lower limit of the tradesmen's scale existing in the Concerns and that of the Railways. The wage of this class of Tradesmen would, on an average, be about double the wage of unskilled workmen and the differential seems to be satisfactory considering the skill, knowledge, responsibility and training of the tradesmen.

Considering the Class IIIA and Class IIA scales conjointly, the approximate average earnings of the tradesmen would compare favourably with the average daily earnings of the 'superior' workman as recorded in the General Wage Census of 1934, according to which the 'superior workmen' earned daily wages corresponding to about Rs. 70 per month.

Under this Grade would also fall a certain type of repetition or process workers.

Grades B and C are meant for semi-skilled workmen and a type of repetition workers. In grade C would fall the typical semi-skilled workmen who perform routine operations and also helpers who assist Class IIIA or other tradesmen. The starting wage in this Grade would not be very much above that of the Class IIID or Class IV, but the upper limit would be considerably higher as such workmen, in time, gain experience and are of much greater use to their employers.

Grade B is a part of Grade C with its lower limit at the middle of the C scale. The Committee find it necessary to introduce such a scale as certain occupations pertaining to semi-skilled and repetition workmen require a much higher starting pay in scale C and the reaching of the top of the scale in a much shorter period.

In Grade D we place 'unskilled' workmen whose work requires some aptitude and knowledge of the process involved or who are engaged on doing heavy physical work. Navganies, mechanics—navganies, khalasis and lascars fall in this Grade.

For Class IV the scale proposed is :—

Rs. 30/1—13 As.—35/12 per month.

Rs. 1/2/6—½ Anna—1/6 per day.

Ordinary unskilled workers fall in this class. We have taken Rs. 30/1 as the minimum wage as it corresponds to a daily rate of Rs. 1/2/6 which is convenient to apply.

In recommending the above scheme the Committee feel that the different classes of workmen will receive fair wages, under the present conditions, and get periodical increments. At the same time the interests of the employers will be safeguarded on account of the 'efficiency bars' which have been provided.

CHAPTER VII

THE SCHEME OF STANDARDIZATION AND FAIR WAGES RECOMMENDED FOR THE FOUR CONCERNS.

In the preceding chapter, we have set forth our general scheme of Standardization and following upon it we have framed a detailed scheme for the four Concerns as per Statement No. I entitled 'Standardized wages particularly in respect of similar occupations in the four Concerns Alcock Ashdown & Co. Ltd., Richardson & Cruddas Ltd., Mazagaon Dock Ltd., and Crompton Parkinson (Works) Ltd.'. The Statement is self explanatory. We have indicated in the first, second and third columns, the Standard Occupational Terms recommended by the Committee, the corresponding terms in general use in the Industry and particularly in the Concerns, and the Concerns in which the occupations are referred to by the Parties, respectively. In the remaining columns we have indicated against each occupation the different classes of workmen covered by that occupation together with a brief description, where necessary, of the general qualifications and the kind of work they would do as well as the grades and scales of pay which would be applicable. The description of the work and general qualifications is meant for guidance only while classifying workmen into the appropriate classes and Grades.

There are occupations in Mazagaon Dock Ltd. and Crompton Parkinson (Works) Ltd., which are peculiar to these Concerns and therefore we are appending hereto separate Statements Nos. II and III particularly dealing with the same. The Committee have found it desirable and practicable to apply the Standard Scales recommended by them to these occupations as well.

In these Statements the occupations mentioned by the parties are listed under the Class and Grade which we consider appropriate for them. Wherever necessary we have indicated the standard occupational term in the Statements. In the case of certain occupations, more than one grade is applicable. Instead of having numerous scales, we have placed these workers in the standard Grades explaining how they should be classified.

The wages recommended by us in the Schemes are for an 8 hour day and a month of 26 working days. In this connection we have to state that although in the Crompton Parkinson (Works) Ltd., the total number of hours worked per week is 48 the number of hours worked per day for five days in the week is 8½ and not 8 hours as in the case of the other Concerns. Therefore, in applying our scheme it will be necessary for this concern to convert our wages from an 8 hour to an 8½ hour basis.

The Committee consider that the actual application of the scheme falls beyond the scope of the present terms of reference. However, we feel that it is desirable to make certain suggestions which may be found useful in applying the scheme.

The wages of the workmen may first be adjusted in the new scales proposed by us after re-calculating the basic wage of each worker using the 'A' Scale for dearness allowance as mentioned by us in Chapter V. If it is found that the re-adjusted wage of the worker does not fall into a grade applicable to him according to our scheme then he should be re-classified in the appropriate grade. If his pay is found to be lower than the lower limit of the scale, he may be given the minimum of this scale. In case his pay falls within the limits of the scale it should be increased to correspond to the next step in the scale. Existing workmen drawing a pay higher than the upper limit of the scale should continue to get their present wage as their personal pay. A certain number of additional increments may be given to workmen according to the length of their service in the grade applicable to them.

We have given considerable thought to what the burden on the Concerns would be, on applying the scheme proposed by us. Although it is not possible to accurately determine what it would be unless a re-classification of the workmen is made, yet from a general examination of actual wages paid we find that the burden is not likely to

be such as it would be beyond the capacity of the Concerns to bear, at any rate, on the 'A' Scale for Dearness Allowance. If it is found that the burden is high we suggest that it should be reduced by re-adjusting the allowances including dearness allowance rather than by reducing the basic wages and upsetting the proper differentials.

This report does not deal with remuneration etc. to be paid to learners, apprentices or persons belonging to the supervisory category as this is beyond the terms of reference of this Committee.

In conclusion, we may mention that as the application of our scheme will necessitate modification of the existing wage structure of the Concerns, questions may arise, with regard to re-classification in particular, but it should be possible for Works Committees, consisting of representatives of Employers and Employees to settle these. If necessary independent machinery may also be established to assist such Committees.

Yours faithfully,

(Signed) M. P. KANGA,
Chairman.

(Signed) NAZAR FUTEHALLY,

(Signed) PRANLAL PATEL,
Members.

(Signed) D. G. KALE,
Secretary.

18th March 1950.





सत्यमेव जयते

APPENDIX A.

Alcock Ashdown and Company Limited, Bombay.**SCHEDULE OF SCALES OF PAY AND RULES GOVERNING APPRENTICESHIP AND THE GRANTING OF INCREMENTS.**

To COMMENCE FROM 1ST AUGUST 1946.

*Rates of Pay.**Schedule of Rates of Pay :—*

Column 1 is the classifications for all workmen usually employed by the Company.

Column 2 is the number of years apprenticeship with a recognised Company required in the case of certain classifications to qualify for the minimum rate in *Column 3*. The rates of pay during such apprenticeship are shown at the end of the Schedule.

Column 3 is the minimum daily rate that will be paid to a workman in each classification provided where a qualifying period of apprenticeship is required this apprenticeship has been served with a recognised Company for the full period shown in *Column 2*.

Column 4 is the increments which a workman in each classification will receive on length of service only, e.g., a coolie will receive a service increment of 1 anna on the first day of his third and fifth year of service.

Column 5 is the period between each service increment shown in *Column 4*.

Column 6 is the longest period it will take a workman who starts on the minimum rate in *Column 3* to reach the maximum daily rate that will be paid on length of service only.

Column 7 is the maximum daily rate which will be paid and to which a workman can become entitled on length of service.

Column 8 is the maximum daily rate for each classification that will be paid to any workman both on merit and length of service.

*Rules Governing Rates of Pay.**Trade Apprenticeship :—*

1. No workman will become eligible or be entitled to or receive the minimum rate in *Column 3* for any of the classifications for which a qualifying period of apprenticeship is required unless he has served an apprenticeship with a recognised Company for the full period laid down in *Column 2*.

2. Apprentices will in no circumstances be given merit increments during their apprenticeship and will be paid only in accordance with the scale laid down for trade apprentices in the schedule.

3. If, as will be allowed only under very special circumstances, an apprentice joins the Company after having served not less than one year of his apprenticeship with not more than one other recognised Company, he will, on production of a certificate to that effect, be rated and receive service increments as though he had served such part of his apprenticeship with the Company.

4. If an apprentice joins the Company after having served part of his apprenticeship with another Company which is not recognised or is unable to produce a certificate covering his previous period of apprenticeship with a recognised Company or has served less than one year's apprenticeship with

another recognised Company or has served his previous period of apprenticeship with more than one other recognised Company, he will be rated solely at the discretion of the Company and will in all cases, subject to a minimum rate of twelve annas per day, lose one year in seniority than if he had served such part of his apprenticeship with the Company. In such cases for the purpose of service increments the first figure in Column 4 of the schedule will represent the first year of service with the Company.

5. The number of apprentices employed for each trade where a qualifying period of apprenticeship is required will whenever possible be limited by the Company to not more than half the number of workman employed in that trade.

6. No apprentice shall during his apprenticeship join or take part in any activities of any labour or trade union.

Minimum daily Rate of Pay :—

1. On joining the Company, provided he has completed with a recognised Company the full period of apprenticeship with a certificate to that effect in the case of classifications for which a qualifying period of apprenticeship is required, a workman may at the sole discretion of the Company be started on a rate higher than the minimum daily rate laid down for his classification.

Service Increments :—

1. If a workman is promoted from one classification to another bearing a higher scale of pay whether or not the rate of pay at which he commences in the new classification the same or higher than the minimum but less than the maximum service rate for the new classification, or if a workman on joining the Company is started on a rate of pay higher than the minimum but less than the maximum service rate for his classification, he will receive from the date of his promotion or starting service increments in accordance with the scale laid down for that classification until such time as he is being paid the maximum service rate for that classification.

2. If a merit increment is given to a workman before he has reached the maximum service rate for his classification he will until such time as he reaches the maximum service rate for his classification, continue to receive service increments in the same manner as he would have done had a merit increment not been given.

3. Service increments will be given from the first day of the month following the date on which they become due.

Merit Increments :—

1. Merit increments will only be considered annually in April.

2. Merit increments will be given solely at the discretion of the Company and no workman can under any circumstances claim that he is entitled to a merit increment.

Maximum Rates of Pay :—

1. No workman, who has reached for his classification the maximum rate of pay on service in Column 7 of the schedule, will be entitled to or receive any further increment except on merit and at the sole discretion of the Company.

2. No workman on daily rate of pay will be paid more than the maximum rate of pay on merit and service for his classification in Column 8 of the schedule, excepting in the case of those workmen whose exceptional ability merits promotion to the status of Chargehand or Mistry. For such specialised hands there can be no gradation of wages; the rates for Chargehands and Mistries will be fixed from time to time according to ability.

Previous Service :—

1. Service with another Company and within the limits laid down in these rules will only be considered in the case of an apprentice who has served not less than one year of his previous apprenticeship with not more than one other recognised Company and produces a certificate to that effect or in the case of a workman who is taken on in a classification for which a qualifying period of apprenticeship is required and who produces a certificate showing that he has served with another recognised Company the full qualifying period of apprenticeship for that classification.

2. The starting rate of pay of a workman, provided he produces a certificate showing that he has served with another recognised Company the full qualifying period of apprenticeship for the classification in which he is taken on, if that classification requires a qualifying period of apprenticeship, will not be less than the minimum rate of pay for that classification and may at the sole discretion of the Company be more.

3. The starting rate of pay of a workman who is unable to produce a certificate of previous service with a recognised Company will be in no case be more than the minimum rate of pay for the classification in which he is taken on, and may be less if for that classification a qualifying period of apprenticeship with a recognised Company is required and in the opinion of the Company he is considered not to have reached the standard of workmanship generally expected of an apprentice who has served the full period of apprenticeship.

Service with the Company :—

1. For the purpose of these rules a year of service will be twelve calendar months.

2. For the purpose of promotion or service increments a year of service will be deemed to have been completed if during the twelve months following his joining the Company or last service increment a workman has been absent due to any cause not more than ninety days.

3. In the event of an interruption in service due to any cause, except an accident for which a workman has received compensation under the Workmen's Compensation Act, for more than 90 days during the twelve months following his joining the Company or last service increment, he will be required to work one day for every day he has been absent over the ninety days before he will be deemed to have completed that year of service.

Present Status :—

1. The present rate of pay of any workman will not be reduced if in excess of the scale of rates laid down in the Schedule 9(2) A workman, who is at present receiving a rate of pay equal to or more than the minimum but less than the maximum service rate of pay for his classification will be entitled to service increments on the scale laid down for that classification from the date of introduction of the schedule, and will receive increments in the order laid down until the maximum service figure is reached.

3. Any workman, who has been in the employ of the Company for the last six years or more, and who has not received an increase during the last six years and has not attained the maximum service rate of pay for his classification, shall, upon introduction of this scheme i.e. on 1st August 1946, be deemed to have completed one period of qualifying service for the purpose of receiving a service increment.

4. As the scheme being introduced does not cover for assistants to any of the classifications mentioned, the case of each of such assistants on the musters of all departments will be carefully investigated and he will be reclassified according to the scheme. Each assistant will be notified of his new classification, and he will have the option to accept or reject it.

Schedule of rates of pay

Classification.	Qualifying period of trade apprenticeship.	Minimum daily rate.	Scale of service increments.	Period between service increments.	Period required to reach maximum service rate.	Maximum daily rate on service only.	Minimum daily rate on service and merit.
1	2	3	4	5	6	7	8
	Years	Rs. as.	Annas	Years	Years	Rs. as.	Rs. as.
<i>Machine and Fitting Shop.—</i>							
Fitter	...	5 1 12	2	2	6	2 2	3 2
Turner	...	5 1 12	2	2	6	2 2	3 2
Marker	...	5 1 12	2	2	6	2 2	3 2
Planner	...	5 1 12	2	2	6	2 2	2 14
Miller	...	5 1 12	2	2	6	2 2	2 14
Shaper	...	5 1 12	2	2	6	2 2	2 14
Slotter	...	5 1 12	2	2	6	2 2	2 14
Driller	...	5 1 12	2	2	6	2 2	2 8
Machineman 1 4	2	2	6	1 10	2 0
<i>Smith Shop.—</i>							
Blacksmith	...	5 1 12	2	2	6	2 2	3 2
Die Sinker	...	5 1 12	2	2	6	2 2	3 2
Fitter	...	5 1 12	2	2	6	2 2	3 2
Steamhammerman 1 2	2	2	4	1 6	1 6
Striker 1 0	2	2	4	1 4	1 4
Machineman 1 4	2	2	6	1 10	2 0
<i>Coppersmith Shop.—</i>							
Coppersmith	...	5 1 12	2	2	6	2 2	3 2
Plumber	...	5 1 12	2	2	6	2 2	3 2
Tinsmith	...	5 1 12	2	2	6	2 2	3 2
Brass Finisher	...	5 1 12	2	2	6	2 2	3 2
<i>C. I. & Brass Foundry.—</i>							
Patternmaker	...	5 1 12	2	2	6	2 2	3 2
Moulder	...	5 1 12	2	2	6	2 2	3 2
Coremaker	...	5 1 12	2	2	6	2 2	3 2
Chipper (M/c) 1 8	2	2	4	1 12	2 2
Chipper (Hand) 1 4	2	2	4	1 8	1 8
Cupolaman 1 4	2	2	4	1 8	1 12
Moulding (M/c) Operator 1 2	2	2	4	1 6	1 8

Classification.	Qualifying period of trade apprenticeship.	Minimum daily rate.	Scale of service increments.	Period between service increments.	Period required to reach maximum service rate.	Maximum daily rate on service only.	Maximum daily rate on service and merit.
1	2	3	4	5	6	7	8
	Years.	Rs. as.	Annas.	Years.	Years.	Rs. as.	Rs. as.
<i>Welding Department (Oxy-Acetylene and Electric).—</i>							
Welder (Various metals) ...	5	2	0	2	2	6	2 6 3 12
Welder (Steelwork) ...	...	2	0	2	2	6	2 6 3 2
Cutter (Steelwork) ...	...	1	12	2	2	6	2 2 2 8
Welder Learner (Steelwork) ...	...	1	0	2	1	3	1 6 1 8
<i>Electric Shop.—</i>							
Electrician (Maintenance).	5	1	12	2	2	6	2 2 3 2
Electric Fitter ...	5	1	12	2	2	6	2 2 3 2
Armature Winder ...	5	2	0	2	2	6	2 6 3 12
Wireman ...	5	1	12	2	2	6	2 2 3 2
Electric Turner ...	5	1	12	2	2	6	2 2 3 2
Telephone man ...	5	1	12	2	2	6	2 2 3 2
<i>Automobile Department.—</i>							
Motor Mechanic ...	5	1	12	2	2	6	2 2 3 0
Cleaner ...	...	1	2	2	2	4	1 6 1 6
<i>Structural Shop.—</i>							
Template Maker ...	5	1	12	2	2	6	2 2 3 2
Boiler Maker (Ship) ...	5	1	12	2	2	6	2 2 3 2
Erector ...	5	1	12	2	2	6	2 2 3 2
Plater ...	5	1	12	2	2	6	2 2 3 2
Rivetter ...	...	1	10	2	2	4	1 14 2 2
Machineman ...	...	1	4	2	2	6	1 10 2 0
Holder up ...	...	1	4	2	2	4	1 8 1 8

Classification.	Qualifying period of trade apprenticeship.	Minimum daily rate.	Scale of service increments.	Period between service increments.	Period required to reach maximum service rate.	Maximum daily rate on service only.	Minimum daily rate on service and merit.
1	2	3	4	5	6	7	8
	Years.	Rs. as.	Annas.	Years.	Years.	Rs. as.	Rs. as.
Assembler ...	...	1 2	2	2	6	1 8	2 0
Marker ...	...	1 2	2	2	6	1 8	2 0
Driller ...	...	1 4	2	2	6	1 8	1 8
Rivet Boy ...	...	1 2	2	2	4	1 6	1 6
<i>Shipwright Department—</i>							
Carpenter (1st Grade) ...	5	1 12	2	2	6	2 2	3 2
Carpenter (2nd Grade) (Rough) ...	...	1 8	2	2	2	1 10	1 10
Boat Builder ...	5	1 12	2	2	6	2 2	3 2
Machineman ...	4	1 8	2	2	4	1 12	2 14
<i>Paint Shop—</i>							
Polisher ...	5	1 10	2	2	4	1 14	2 4
Letter Painter (Despatch) ...	...	1 6	2	2	4	1 10	1 10
Painter (Enamel) ...	5	1 10	2	2	4	1 14	2 2
Painter (Steelwork) ...	...	1 4	2	2	4	1 8	1 8
<i>Sail Loft—</i>							
Rigger ...	5	1 12	2	2	6	2 2	2 8
<i>General—</i>							
Moohi ...	...	1 4	2	2	4	1 8	1 8
Oilman ...	...	1 2	2	2	4	1 6	1 6
Craneman ...	...	1 12	2	2	6	2 2	2 4
Mason ...	3	1 12	2	2	6	2 2	2 8
Bricklayer ...	...	1 8	2	2	4	1 12	2 0
Muccadam ...	...	1 6	2	2	4	1 10	1 14

Classification.	Qualifying period of trade apprenticeship.	Minimum daily rate.	Scale of service increments.	Period between service increments.	Period required to reach maximum service rate.	Maximum daily rate on service only.	Maximum daily rate on service and merit.
1	2	3	4	5	6	7	8
	Years.	Rs. as.	Annas.	Years.	Years.	Rs. as.	Rs. as.
Coolie	1 0	1	2	4	1 2	1 2
Slinger	1 4	1	2	4	1 6	1 6
Store chocker	1 4	2	2	4	1 8	1 12
Storemen	1 4	2	2	4	1 8	1 12
Trade Apprentices— (3 Years)	0 12	2	1	4	1 8	1 8
Boy Learner— (To semi-skilled or unskilled classification).	0 12	1	1	3	0 15	1 0

Merit increments will only be considered annually in April.

Defence Works,
Mazgaon, Bombay,
1st April 1947.

APPENDIX B

Richardson & Cruddas, Bombay.

Adopted 1st September 1946.

Revised 1st April 1947.

SCHEDULE OF SCALES OF PAY. AND RULES GOVERNING APPRENTICESHIP AND THE GRANTING OF INCREMENTS.

RATES OF PAY.

Schedule of Rates of Pay.

Column 1 is the classification for all operatives usually employed by the Firm.

Column 2 is the number of years apprenticeship required in the case of certain classifications to qualify for the minimum rate in Column 3. The rates of pay during such apprenticeship are shown at the end of the Schedule.

Column 3 is the minimum daily rate that will be paid to an operative in each classification provided where a qualifying period of apprenticeship is required this apprenticeship has been served for the full period shown in *Column 2*.

Column 4 is the increments which an operative in each classification will receive on length of service only, e.g. a coolie will receive a service increment of 1 anna on the first day of his third and fifth year of service.

Column 5 is the period between each service increment shown in *Column 4*.

Column 6 is the longest period it will take an operative who starts on the minimum rate in *Column 3* to reach the maximum daily rate that will be paid on length of service only.

Column 7 is the maximum daily rate which will be paid and to which an operative can become entitled on length of service.

Column 8 is the maximum daily rate for each classification that will be paid to any operative both on merit and length of service except in the case of those operatives whose exceptional ability merits promotion.

RULES GOVERNING RATES OF PAY.

Trade Apprenticeship.

1. No operative will become eligible or be entitled to or receive the minimum rate in *Column 3* for any of the classifications for which a qualifying period of apprenticeship is required unless he has served an apprenticeship for the full period laid down in *Column 2*.

2. Apprentices will in no circumstances be given merit increments during their apprenticeship and will be paid only in accordance with the scale laid down for trade apprentices in the schedule.

3. An Apprentice joining the Firm after having served not less than one year of his apprenticeship with not more than one other firm, will on production of his certificate, but at the discretion of the Firm, be rated and receive service increments as though he had served such part of his apprenticeship with the Firm.

4. The number of apprentices employed for each trade where a qualifying period of apprenticeship is required will, whenever possible, be limited by the Firm to not more than half the number of operatives employed in that trade.

Minimum Daily Rate of Pay

1. On joining the Firm, provided he has completed the full period of apprenticeship with a certificate to that effect in the case of classifications for which a qualifying period of apprenticeship is required, an operative may at the sole discretion of the Firm be started on a rate higher than the minimum daily rate laid down for his classification.

Service Increments

1. If an operative is promoted from one classification to another bearing a higher scale of pay whether or not the rate of pay at which he commences in the new classification is the same or higher than the minimum but less than the maximum service rate for the new classification, or if an operative on joining the Firm is started on a rate of pay higher than the minimum but less than the maximum service rate for his classification, he will receive from the date of his promotion or starting service increments in accordance with the scale laid down for that classification until such time as he is being paid the maximum service rate for that classification.

2. If a merit increment is given to an operative before he has reached the maximum service rate for his classification he will, until such time as he reaches the maximum service rate for his classification, continue to receive service increments in the same manner as he would have done had a merit increment not been given.

3. Service increments will be given from the first day of the month following the date on which they become due.

Merit Increments

1. Merit increments will be given solely at the discretion of the Firm and no operative can under any circumstances claim that he is entitled to a merit increment.

Maximum Rates of pay

1. No operative who has reached for his classification the maximum rate of pay on service in Column 7 of the schedule will be entitled to or receive any further increment except on merit and at the sole discretion of the Firm.

2. No operative on daily rate of pay will be paid more than the maximum rate of pay on merit and service for his classification in Column 8 of the schedule.

Previous service

1. Recognition of previous service in the case of an apprentice who has served part of his apprenticeship with another firm has been dealt with under "Trade Apprenticeship".

2. The starting rate of pay of an operative, provided he produces a certificate showing that he has served with another firm the full qualifying period of apprenticeship for the classification in which he is taken on, if that classification requires a qualifying period of apprenticeship, will not be less than the minimum rate of pay for that classification and may at the sole discretion of the Firm be more.

3. The starting rate of pay of an operative who is unable to produce a certificate of previous service will in no case be more than the minimum rate of pay for the classification in which he is taken on, and may be less if for that classification a qualifying period of apprenticeship is required and in the opinion of the Firm he is considered not to have reached the standard of workmanship generally expected of an apprentice who has served the full period of apprenticeship.

Present Status

1. The present rate of pay of any operative, will not be reduced if in excess of the scale of rates laid down in the schedule.

2. An operative, who is at present receiving a rate of pay equal to or more than the minimum but less than the maximum service rate of pay for his classification will be entitled to service increments on the scale laid down for that classification regardless of his length of service from the date of introduction of this schedule.

3. Any operative who on the 1st April 1947 has been in the employ of the Firm for the last six years or more and who has not received an increase during the last six years whether he has or has not attained the maximum service rate of pay for his classification will receive an increment of two annas.

SCHEDULE OF RATES OF PAY

Classification.	Qualifying period of trade apprenticeship.	Minimum daily rate.	Scale of service increments.	Period between service increments.	Period required to reach maximum service rate.	Maximum daily rate on service only.	Maximum daily rate on service and merit.
1	2	3	4	5	6	7	8
	Years	Rs. as.	Annas	Years	Years	Rs. as.	Rs. as.
<i>Structural Shop--</i>							
Template Maker	...	5	1 12	2	2	6	2 2 2
Plater	...	5	1 12	2	2	6	3 12 2
Welder	2 0	2	2	6	3 2

Classification.	Qualifying period of trade apprenticeship.	Minimum daily rate.	Scale of service increments.	Period between service increments.	Period required to reach maximum service rates.	Maximum daily rate on service only.	Maximum daily rate on service and merit.
1	2	3	4	5	6	7	8
	Years	Rs. as.	Annas	Years	Years.	Rs. as.	Rs. as.
Welder Learner	1 0	2	1	3 1 6	1 8
Riveter	1 10	2	2	4 1 14	2 2
Machineman	1 4	2	2	6 1 10	2 0
Holder Up	1 4	2	2	4 1 8	...
Assembler	1 2	2	2	6 1 8	2 0
Marker	1 2	2	2	6 1 8	2 0
Driller	1 4	2	2	4 1 8	...
Painter	1 4	2	2	4 1 8	...
Rivet Boy	1 2	2	2	4 1 6	...
<i>Smith Shop.—</i>							
Blacksmith	5 1 12	2	2	6 2 2	3 2
Machineman	1 4	2	2	6 1 10	2 0
Power Hammer Operator	1 2	2	2	4 1 6	...
Striker	1 0	2	2	4 1 4	...
<i>Pattern Shop.—</i>							
Pattern Maker	5 1 12	2	2	6 2 2	3 2
Carpenter (1st Grade)	5 1 12	2	2	6 2 2	3 2
Carpenter (2nd Grade)	1 8	2	2	2 1 10	...
Machineman	4 1 8	2	2	4 1 12	2 14

Classification.	Qualifying period of trade apprenticeship.	Minimum daily rate.	Scale of service increments.	Period between service increments.	Period required to reach maximum service rate.	Maximum daily rate on service only.	Maximum daily rate on service and merit.
1	2	3	4	5	6	7	8
	Years.	Rs. as.	Annas.	Years.	Years.	Rs. as.	Rs. as.

Foundry—

Moulder	...	5	1 12	2	2	6	2 2	3 2
Cotemaker	...	5	1 12	2	2	6	2 2	3 2
Viewer	...	...	1 8	2	2	4	1 12	2 2
Chipper M/c.	...	...	1 8	2	2	4	1 12	2 2
Chipper (Hand)	...	...	1 4	2	2	4	1 8	...
Moulding M/c. Operator	...	1	2	2	2	4	1 6	1 8
Moulding M/c Boy	...	...	0 14	2	1/2 (6 months)	1	1 2	...
Cupola man	...	...	1 4	2	2	4	1 8	1 12
Machineman	...	...	1 4	2	2	6	1 10	2 0
Core Girl	...	...	0 12	2	2	6	1 2	1 4

SCHEDULE OF RATES OF PAY.

Machine Shop—

Turner	...	5	1 12	2	2	6	2 2	3 2
Marker	...	5	1 12	2	2	6	2 2	3 2
Planer	...	5	1 12	2	2	6	2 2	2 14
Miller	...	5	1 12	2	2	6	2 2	2 14
Shaper	...	5	1 12	2	2	6	2 2	2 14
Slotter	...	5	1 12	2	2	6	2 2	2 14
Driller	...	5	1 12	2	2	6	2 2	2 8
Machineman	...	...	1 4	2	2	6	1 10	2 0

Classification.	Qualifying period of trade apprenticeship.	Minimum daily rate.	Scale of service increments.	Period between service increments.	Period required to reach maximum service rate.	Maximum daily rate on service only	Maximum daily rate on service and extras.
1	2	3	4	5	6	7	8
	Years.	Rs. a. Annas.		Years.	Rs. as. Rs. as.	Rs. as.	Rs. as.
<i>Fitting Shop.—</i>							
Fitter	...	5	1 12 2	2	6 2 2	3 2	...
<i>Maintenance.—</i>							
Electrician	...	5	1 12 2	2	6 2 2	3 2	...
Wireman	...	5	1 12 2	2	6 2 2	3 2	...
Mason	...	5	1 12 2	2	6 2 2	3 2	...
Craneman	1 12 2	2	6 2 2	3 4	...
Bricklayer	1 8 2	2	4 1 12	2 0	...
Moochie	1 4 2	2	4 1 8	...	...
Oilman	1 2 2	2	4 1 6	...	...
<i>General.—</i>							
Maistry	3 4 4	2	6 4 0	4 8	...
Works Clerk	1 12 2	2	6 2 2	3 2	...
Storekeeper	1 12 2	2	6 2 2	3 2	...
Assistant Store-keeper	1 2 2	2	6 1 8	1 10	...
Coolie, Muccadam	1 6 2	2	4 1 10	1 14	...
Coolie, Male	1 0 1	2	4 1 2	...	...
Coolie, Female	0 12 1	2	4 0 14	...	...
Works Office Boy	0 12 1	1	3 0 15	1 0	...
<i>Trade Apprentice.—</i>							
5 years	0 12 3	1	4 1 8	1 8	...
4 Years	0 12 3	1	3 1 5	1 5	...
<i>Boy Learner.—</i>							
(to semi-skilled or unskilled classification)	0 12 1	1	3 0 15	1 0	...
<i>Automobile.—</i>							
Motor Mechanic	...	5	1 12 2	2	6 2 2	3 2	...
Cleaner	1 2 2	2	4 1 6	...	...

APPENDIX C.

Mazagon Dock Ltd.

SCHEDULE OF SCALES OF PAY AND RULES GOVERNING
APPRENTICESHIP AND THE GRANTING OF INCREMENTS.

RATES OF PAY.

Schedule of Rates of Pay—

Column 1 is the classification for all operatives usually employed by the Company.

Column 2 is the number of years apprenticeship required in the case of certain classifications to qualify for the minimum rate in *Column 3*. The rates of pay during such apprenticeship are shown at the end of the Schedule.

Column 3 is the minimum daily rate that will be paid to an operative in each classification provided where a qualifying period of apprenticeship is required this apprenticeship has been served for the full period shown in *Column 2*.

Column 4 is the increments which an operative in each classification will receive on length of service only, e.g., a coolie will receive a service increment of 1 anna on the first day of his third and fifth year of service.

Column 5 is the period between each service increment shown in *Column 4*.

Column 6 is the longest period it will take an operative who starts on the minimum rate in *column 3* to reach the maximum daily rate that will be paid on length of service only.

Column 7 is the maximum daily rate which will be paid and to which an operative can become entitled on length of service.

Column 8 is the maximum daily rate for each classification that will be paid to any operative both on merit and length of service except in the case of those operatives whose exceptional ability merits promotion to a higher grade according to ability.

RULES GOVERNING RATES OF PAY.

Trade Apprenticeship.

1. No operative will become eligible or be entitled to receive the minimum rate in *column 3* for any of the classifications for which a qualifying period of apprenticeship is required unless he has served an apprenticeship for the full period laid down in *Column 2*.

2. Apprentices will in no circumstances be given merit increments during their apprenticeship and will be paid only in accordance with the scale laid down for trade apprentices in the schedule.

3. An apprentice joining the Company after having served not less than one year of his apprenticeship with not more than one other Company, will, on production of his certificate, but at the discretion of the Company, be rated and receive service increments as though he had served such part of this apprenticeship with the Company.

4. The number of apprentices employed for each trade where a qualifying period of apprenticeship is required will at all times be limited by the Company to not more than half the number of operatives employed in that trade.

MINIMUM DAILY RATE OF PAY.

On joining the Company, provided he has completed the full period of apprenticeship with a certificate to that effect in the case of classification for which a qualifying period of apprenticeship is required, an operative may at the sole discretion of the Company be started on a rate higher than the minimum daily rate laid down for his classification.

Service Increments.

1. If an operative is promoted from one classification to another bearing a higher scale of pay whether or not the rate of pay at which he commences in the new classification is the same or higher than the minimum but less

than the maximum service rate for the new classification, or if an operative on joining the Company is started on a rate of pay higher than the minimum but less than the maximum service rate for his classification, he will receive from the date of his promotion or starting, service increments in accordance with the scale laid down for that classification until such time as he is being paid the maximum service rate for that classification.

2. If a merit increment is given to an operative before he has reached the maximum service rate for his classification he will, until such time as he reaches the maximum service rate for his classification, continue to receive service increments in the same manner as he would have done had a merit increment not been given.

3. The next grade of service increments will be granted on 1st April 1948, and thereafter on completion of every 2 years service until the maximum is reached as set out in the Gradation Scale.

Merit Increments.

Merit Increments will be granted on 1st October and 1st April each year but such increments will be given solely at the discretion of the Company and no operative can under any circumstances claim that he is entitled to a merit increase.

Maximum Rates of pay.

1. No operative who has reached for his classification the maximum rate of pay on service in column 7 of the schedule will be entitled to or receive any further increment except on merit and at the sole discretion of the Company.

2. No operative on daily rate of pay will be paid more than the maximum rate of pay on merit and service for his classification in column 8 of the schedule.

Previous Service.

1. Recognition of previous service in the case of an apprentice who has served part of his apprenticeship with another Company has been dealt with under "Trade Apprenticeship".

2. The starting rate of pay of an operative, provided he produces a certificate showing that he has served with another Company the full qualifying period of apprenticeship for the classification in which he is taken on, if that classification requires a qualifying period of apprenticeship, will not be less than the minimum rate of pay for that classification and may at the sole discretion of the Company be more.

3. The starting rate of pay of an operative who is unable to produce a certificate of previous service will in no case be more than the minimum rate of pay for the classification in which he is taken on, and may be less if for that classification a qualifying period of apprenticeship is required and in the opinion of the Company he is considered not to have reached the standard of workmanship generally expected of an apprentice who has served the full period of apprenticeship.

Present Status.

1. The present rate of pay of any operative will not be reduced if in excess of the scale of rates laid down in the schedule.

2. An operative, who is at present in a classification or as an assistant to that classification for which a qualifying period of apprenticeship is required, is unable to produce evidence or having served the full qualifying period of apprenticeship in that classification and is being paid less than the minimum daily rate for that classification will be re-classified as a trade apprentice and will be entitled to service increments on the scale laid down for trade apprentices based on his length of service only with the Company.

3. An operative, who is at present receiving a rate of pay equal to or more than the minimum but less than the maximum service rate of pay for his classification will be entitled to service increments on the scale laid down for that classification regardless of his length of service, from the date of introduction of the schedule.

SCHEDULE OF WAGES

CLASSIFICATION		Qualifying Period of Apprenticeship.	Minimum daily rate.	Scale of Service Increments.	Period between service increments.	Period required to reach Maximum Service rate.	Minimum daily rate on service only.	Maximum daily rate on service and merit.
		Years.	Rs. as.	Annas.	Years.	Years.	Rs. as.	Rs. as.
Fitting Shop.								
Fitter	Grade I }	5	1 12	2	2	6	2 2	2 4
Fitter	Grade II }		2 8	2	2	6	2 14	3 2
Turner	Grade I }	5	1 12	2	2	6	2 2	2 4
Turner	Grade II }		2 8	2	2	6	2 14	3 2
Beltman (Muchi)	.. ..	..	1 4	2	2	4	1 8	..
Oilman	.. ..	..	1 2	2	2	4	1 6	..
Blowman	.. ..	..	1 6	2	2	4	1 10	..
Boiler Attendant (Certificated)	.. ..	..	2 8	2	2	6	2 14	3 2
Fireman	.. ..	..	1 4	2	2	4	1 8	..
Motor Fire Engine Driver	.. ..	..	1 8	2	2	4	1 12	2 0
M. W. Steam Lorry Driver	.. ..	..	2 8	2	2	6	2 14	3 2
M. W. Steam Lorry Fireman	.. ..	..	1 6	2	2	4	1 10	..
Patternmaker Shop.								
Patternmaker	Grade I }	5	1 12	2	2	6	2 2	2 4
Patternmaker	Grade II }		2 8	2	2	6	2 14	3 2
Foundry.								
Moulder	Grade I }	5	1 12	2	2	6	2 2	2 4
Moulder	Grade II }		2 8	2	2	6	2 14	3 2
Cotemaker	Grade I }	5	1 12	2	2	6	2 2	2 4
Cotemaker	Grade II }		2 8	2	2	6	2 14	3 2
Furnaceman	.. ..	..	1 8	2	2	4	1 12	2 0
Chipper	.. ..	..	1 4	2	2	4	1 8	..
Blacksmith Shop.								
Blacksmith	Grade I }	5	1 12	2	2	6	2 2	2 4
Blacksmith	Grade II }		2 8	2	2	6	2 14	3 2
Hammerman	.. ..	..	1 2	2	2	4	1 6	..
Hammerman Mucundum	.. ..	..	1 8	2	2	4	1 12	2 0
Large P. H. Operative	.. ..	..	1 8	2	2	4	1 12	2 0
Welding Department.								
Welder	Grade I }	5	2 0	2	2	6	2 6	2 12
Welder	Grade II }		3 0	2	2	6	3 6	3 12
Safety Supervisor	.. ..	..	2 8	2	2	6	2 14	3 2
Cutter	.. ..	..	1 12	2	2	6	2 2	2 4

CLASSIFICATION.		Qualifying period of Trade Apprenticeship.	Minimum daily rate.	Scale of Service Increments.	Period between service increments.	Period required to reach Maximum Service rate.	Minimum daily rate on service only.	Maximum daily rate on service and merit.
1	2	3	4	5	6	7	8	
		Years.	Rs. as. Annas.	Years.	Years.	Rs. as.	Rs. as.	
Coppersmith Shop.								
Coppersmith	Grade I }	5	1 12	2	2	6 12 2	2 4	
Coppersmith	Grade II }		2 8	2	2	6 12 14	3 2	
Plumber	Grade I }	5	1 12	2	2	6 12 2	2 4	
Plumber	Grade II }		2 8	2	2	6 12 14	3 2	
Tinsmith	Grade I }	6	1 12	2	2	6 12 2	2 4	
Tinsmith	Grade II }		2 8	2	2	6 12 14	3 2	
Brassfinisher	Grade I }	5	1 12	2	2	6 12 2	2 4	
Brassfinisher	Grade II }		2 8	2	2	6 12 14	3 2	
Locksmith	Grade I }	5	1 12	2	2	6 12 2	2 4	
Locksmiths	Grade II }		2 8	2	2	6 12 14	3 2	
Boilermaker Shop.								
Boilermaker	Grade I }	5	1 12	2	2	6 12 2	2 4	
Boilermaker	Grade II }		2 8	2	2	6 12 14	3 2	
Sheet Metal Worker	Grade I }	5	1 12	2	2	6 12 2	2 4	
Sheet Metal Worker	Grade II }		2 8	2	2	6 12 14	3 2	
Plater	Grade I }	5	1 12	2	2	6 12 2	2 4	
Plater	Grade II }		2 8	2	2	6 12 14	3 2	
Rivetter	.. ..	..	1 12	2	2	6 12 2	2 4	
Holderup	.. ..	..	1 9	2	2	4 1 13	..	
River Boy	.. ..	..	1 2	2	2	4 1 6	..	
Machine man	Grade I }	4	1 8	2	3	4 1 12	2 0	
Machine man	Grade II }		2 2	2	2	6 12 8	2 14	
Plater helper	.. ..	..	1 6	2	2	4 1 10	..	
Electric Shop.								
Wireman	Grade I }	6	1 12	2	2	6 12 2	2 4	
Wireman	Grade II }		2 8	2	2	6 12 14	3 2	
Electric Fitter	Grade I }	5	1 12	2	2	6 12 2	2 4	
Electric Fitter	Grade II }		2 8	2	2	6 12 14	3 2	
Electric Turner	Grade I }	6	1 12	2	2	6 12 2	2 4	
Electric Turner	Grade II }		2 8	2	2	6 12 14	3 2	
Armature Winder	Grade I }	5	2 0	2	2	6 12 6	2 12	

CLASSIFICATION.

		Qualifying Period of Apprenticeship.	Minimum daily rate.	Scale of Service Increments.	Period between service increments.	Period required to reach Maximum Service rate.	Minimum daily rate on service pay.	Maximum daily rate on service and merit.
1	2	3	4	5	6	7	8	
		Years.	Rs. as.	Annas	Years.	Years.	Rs. as.	Rs. as.
<i>Electric Shop—contd.</i>								
Armature Winder	Grade II	5	3 0	2	2	6	3 6	3 12
Electric Plater	Grade I }	5	1 12	2	2	6	2 2	2 4
Electro Plater	Grade II }		2 3	2	2	6	2 14	3 2
Buff Polisher			1 10	2	2	6	2 0	
Watchmaker	Grade I }	5	1 12	2	2	6	2 2	2 4
Watchmaker	Grade II }		2 3	2	2	6	2 14	3 2
Telephoneman	Grade I }		1 12	2	2	6	2 2	2 4
Telephoneman	Grade II }	5	2 8	2	2	6	2 14	3 2
Engraver	Grade I }		1 12	2	2	6	2 2	2 4
Engraver	Grade II }		2 8	2	2	6	2 14	3 2
Lampman			1 8	2	2	4	1 12	2 0
Craneman			1 12	2	2	6	2 2	2 4
<i>Automobile Shop.</i>								
Motor Mechanic	Grade I }	5	1 12	2	2	6	2 2	2 4
Motor Mechanic	Grade II }		2 8	2	2	6	2 14	3 2
Refrigerator Mechanic	Grade I }		2 0	2	2	6	2 0	2 12
Refrigerator Mechanic	Grade II }	5	3 0	2	2	6	3 6	3 12
Car Driver	Grade I }		1 12	2	2	6	2 2	2 4
Car Driver	Grade II }		2 8	2	2	6	2 14	3 2
Vulcanizer			1 12	2	2	6	2 2	2 4
Batteryman	Grade I }	5	1 12	2	2	6	2 2	2 4
Batteryman	Grade II }		2 8	2	2	6	2 14	3 2
Port Comp-Attendant			1 12	2	2	6	2 2	2 4
Tricycle Driver			1 6	2	2	4	1 10	
Cleaner			1 2	2	2	4	1 6	
<i>Shipright Dept.</i>								
Carpenter (Rough)			1 8	2	2	2	1 10	
Carpenter	Grade I }	5	1 12	2	2	6	2 2	2 4
Carpenter (Shiprights)	Grade II }		2 8	2	2	6	2 14	3 2
Boat Builder	Grade I }		1 12	2	2	6	2 2	2 4
Boat Builder	Grade II }	5	2 8	2	2	6	2 14	3 2
Machineman	Grade I }		1 8	2	2	4	1 12	2 0
Machineman	Grade II }		2 2	2	2	6	2 2	2 14
Bricklayer			1 8	2	2	4	1 12	2 0

CLASSIFICATION.		Qualifying Period of Trade Apprenticeship.	Minimum daily rate.	Scale of Service Increments	Period between service increments.	Period required to reach Maximum Service rate.	Minimum daily rate on service only.	Maximum daily rate on service and merit.
1	2	3	4	5	6	7	8	
		Years.	Rs. as.	Annas.	Years.	Years.	Rs. as.	Rs. as.
<i>Paint Shop.</i>								
Polisher		5	1	10	2	4	1	14
Letter Painter		5	1	10	2	4	1	14
Enamel Painter		5	1	10	2	4	1	14
Brush Painter			1	4	2	4	1	8
<i>Sail Loft.</i>								
Upholster	Grade I)	5	1	12	2	6	2	2
Upholster	Grade II)		2	8	2	6	2	14
Tailor	Grade I)	5	1	12	2	6	2	2
Tailor	Grade II)		2	8	2	6	2	14
Sailmaker		5	1	12	2	6	2	2
<i>Gunner's Labour.</i>								
Stovedore Tindal			1	8	2	4	1	10
Stovedore			1	0	2	4	1	2
Rigger Tindal			2	2	2	6	2	8
Rigger		5	1	12	2	6	2	2
Lascar		5	1	4	2	4	1	8
Apprentice Lascar			0	8	2	5	1	0
<i>Store.</i>								
Tailor	Grade I)	5	1	12	2	6	2	2
Tailor	Grade II)		2	8	2	6	2	14
Storeman			1	2	2	4	1	6
<i>General.</i>								
Mistry			3	4	2	6	4	0
Specialist			3	2	2	3	3	10
Leading Hand			2	2	2	6	2	8
Muccadam			1	8	2	4	1	10
Cassab			1	2	2	4	1	6
Cooly			1	0	2	4	1	2
Apprentice (& Assistant)			0	8	4	5	1	8

CLASSIFICATION.		Minimum monthly rate.	Scale of Service Increments.	Period between service increments.	Period required to reach Maximum Service rate.	Maximum monthly rate on service only.
1	2	3	4	5	6	7
		Rupees.	Rupees.	Years.	Years.	Rupees.
<i>Superiority Staff.</i>						
Chargehand	Grade I	130	5	1	8	170
Chargehand	Grade II	130	5	1	8	220
Lascar Serang		110	5	1	8	150
Lascar Cassab		75	5	1	8	105
Stovedore Serang		75	5	1	8	115
Chief Muccadam		75	5	1	8	115

further increase is dependant on promotion to Technical Assistant.

CLASSIFICATION.	Minimum monthly rate.	Scale of Service Increments.	Period between service increments.	Period required to reach Maximum Service rate.	Maximum monthly rate on service only.
1	2	3	4	5	6
	Rs.	Rs.	Years.	Years.	Rs.
<i>Sundry Labour</i>					
Hawaladar	45	1	2	10	50
Naik	40	1	2	8	44
L. Naik	35	1	2	8	39
Gate-Sepoy	30	1	2	8	34
Mali	25	1	2	10	30
<i>Dry Dock (Dredger)</i>					
Tindal	42	2	2	6	48
Driver	38	2	2	8	40
Fireman	33	2	2	6	39
Lascar	30	2	2	6	36
<i>Launches & Bouts (Tug Chella & Dewon)</i>					
Serang	68	3	2	8	80
Driver	68	3	2	8	80
Succani	59	3	2	6	68
Fireman Tindal	47	3	2	6	56
Fireman	37	3	2	6	46
Lascar	36	3	2	6	45
Butler	35	3	2	6	41
Coal Trimmer	31	3	2	6	37
<i>Steam & Motor Launches</i>					
Serang .. { 2nd Class	82	3	2	8	94
.. { 3rd Class Big Launch ..	68	3	2	8	80
.. { 3rd Class Small Launch ..	53	3	2	8	65
2nd Class Motor Launch, Driver ..	90	3	2	8	102
Steam .. { 1st Class	68	3	2	8	80
Engine- { 2nd Class Big Launch ..	58	3	2	8	70
Drivers. { 2nd Class Small Launch ..	54	3	2	8	66
Fireman Tindal	36	2	2	6	42
Fireman	33	2	2	4	37
Bunder Serang	46	3	2	6	54
Succani	34	2	2	6	40
Lascar	30	2	2	4	34
<i>Barges (Gig Etc.,)</i>					
Tindal	39	2	2	6	45
Lascar	30	2	2	4	34
<i>General.</i>					
Coal Tally Clerk (Ship)	95	5	2	8	115
Serang	50	4	2	8	66
Trawler (Yard)	35	2	2	8	43
Compressor Attendant	90	3	2	8	102
Sweeper	30	1	2	10	35

Mazagon Dock Ltd.,
Bombay, 29th April 1948.

All Assistants,

Re : Gradation of Wages.

In the Schedule of Scales of pay sent with my Circular of 1st December 1946, please make the following additions under "Electric Shop".

CLASSIFICATION.	Qualifying Period of Apprenticeship.	Minimum daily rate.	Scale of Service Increments.	Period between service increments.	Period required to reach Maximum Service rate.	Maximum daily rate on service only.	Maximum daily rate on service and merit.
1	2	3	4	5	6	7	8
	Years	Rs. s. Annas.	Years.	Years.	Rs. s. Rs. s.		
Electrician (Maintenance Grade I)	5	1 12 2	2	6	2 2 2 4		
Electrician (Maintenance Grade II).	5	2 8 2	2	6	2 14 3 2		

MAZAGON DOCK LIMITED.

DEARNESS ALLOWANCE.

Dearness Allowance is paid on a sliding scale which varies with the Government Official cost of living index figure for Bombay. The Allowance paid to each individual is on the basis of either scale "A" or scale "B" whichever is more favourable. In practice this works out that workers on rates of pay Rs. 1/15 per day and below receive the allowance under scale "A" and workers on rates of pay Rs. 2 and over receive the dearness allowance under scale "B".

Scale "A" is the same as that adopted by the Mill Owners Association and is a flat rate rising by 1.9 pies per day for every one point rise in the Bombay cost of living index figure. Scale "B" is a percentage on daily rate of pay for working days rising by 1 per cent. for every two points rise in the Bombay cost of living index figure e.g. when the index figure was 300, we paid Dearness Allowance Rs. 1/15 per day to those who were drawing Rs. 1/15 per day and below and 100 per cent. to those who were drawing Rs. 2 per day and over.

APPENDIX D

Crompton Parkinson (Works) Ltd.

SCHEDULE 'A'.

List of Occupations of Employees in our Organization.

(1) Machine and Fitting Shop :

Fitter Grade I.
Turner Grade I.
Automatic Machine Setter.
Grinding Machine Operator.

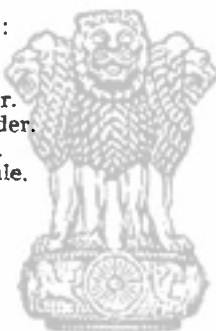
Gauger.
 Markers—Off.
 Milling Machine Operator.
 Driller.
 Shaping Machine Operator.
 Pressman.
 Brazer—Grade I.
 Brazer—Grade II.
 Balancer.
 Automatic Machine Operator Heavy.
 Automatic Machine Operator Light.
 Tool Room Hand.
 Shaft Straightener.
 Core Examiner.
 Rotor Gage Builder.
 Sawman.

(2) *Assembly Department :*

Leading Hand.
 Bearing Fitter.
 Testers Assistant.
 Spot Welder.
 Assembler.
 Reg. Connector.
 Resistance Spiral Winders.
 Cleaner—motor.

(3) *Winding Shop :*

Leading Hand.
 Inspector.
 Fan Coil Winder.
 Motor Coil Winder.
 Mounters—Male.
 Mounters—Female.
 Coupler.
 Taper.
 Insulation Man.
 Lead Cutter.
 Impregnator.



(4) *Paint Shop :*

Spray Painter—Cellulose.
 Spray Painter—Oil.
 Painter—Brush.

(5) *Packing Department :*

Packer—Grade I.
 Packer—Grade II.
 Box Makers.
 Sawman.

(6) *General Department :*

Driver.
 Mukadam.
 Storekeeper's Assistant.
 Coolies.

Transformer Department.

(1) *Winding Section :*

Leading Hand.
 Winders L. V.
 Winders H. V.
 Insulation Cutter.
 Impregnator.

Packing Section :

Chief Packer.
 Packer.
 Sawman.

(2) *Core Making Section :*
 Leading Hand.
 Treadle G. Operator.
 Power G. Operator.
 Core Assembler.

(3) *Assembly Section :*
 Leading Hand.
 Coil Mounter.
 Connectors L. V. Gr. 1.
 Connector H. V. Gr. 1.
 Switch Assembler.
 Yoke Assembler.

(4) *Insulation Section :*
 Leading Hand.
 Fret Saw Operator.
 Band Saw Operator.
 Slitter.
 Circle Cutter.
 Driller.
 Linisher.
 Roller.

(5) *Tank and Sub-Assembly Section :*
 Fitter.
 Turner.
 Welder Grade—I.
 Welder Grade—II.
 Marker off.
 Driller.
 Flame Cutter.
 Oil Filter Operator.
 Tanking Helper.
 Power Guillotine Operator.
 Rough Grinder.
 Surface Grinder.
 Sawman.
 Tube Bender.
 Cropper Operator.
 Cable Box Assembler.

(6) *Painting Shop :*
 Spray Painter (oil).
 Brush Painter.

Stores Section :
 Stores Assistant.
 Stores Coolie.
General :
 Electrician.
 Wireman Crane Operator.
 Coolie.



SCHEDULE 'B'.

Wage Scales and Number of Employees in each Section.

Classification.	Daily Wages Scale.		Total No. of Employees.
	Minimum.	Maximum.	
	Rs. a. p.	Rs. a. p.	
A. Welders 1st Class Tradesmen ...	2 8 0	4 8 0	9
B. Leading Hand ...	2 8 0	4 8 0	12
C. Auto Setters ...	2 4 0	4 8 0	4
D. Fitters 1st Class Tradesmen ...	2 8 0	4 0 0	5
E. Turners 1st Class Tradesmen ...	2 8 0	4 0 0	4
F. Carpenters 1st Class Tradesmen ...	2 8 0	4 0 0	4
G. Drivers (Motor Vehicle) ...	3 0 0	4 0 0	3

SCHEDULE "B".

Wage Scales and Number of Employees in each Section.

Classification.	Daily Wage Scales.		Total No. of Employees.
	Minimum.	Maximum.	
	Rs. a. p.	Rs. a. p.	
H. Electricians	2 8 0	4 0 0	1
J. Inspector	2 0 0	3 8 0	7
K. Ganga	2 0 0	3 8 0	5
L. Repetition Workers			
(a) Machinists			114
(b) Bench Hands			88
(c) Assemblers			60
(d) Winders			113
(e) Packers			37
(f) Impregnators			5
(g) Insulators	1 4 0	3 4 0	17
(h) Brazers			5
(j) Welders other than 1st Class Tradesmen			5
(k) Painters (Spray Oil and Cellulose)			11
(l) Painters (Brush)			2
(m) Tool Room Hands			3
(n) Learners			87
M. Wiremen	1 10 0	2 8 0	3
N. Storekeeper's Assistant	1 6 0	2 4 0	9
O. Mukadam	1 6 0	2 4 0	5
P. Watchmen (per month)	27 8 0	37 8 0	13
Q. Coolies	1 0 0	1 6 0	138

SCHEDULE "C"—contd.

Explanatory comments on Occupations listed in Schedule 'B'

A. Welder Grade I	...	Electric Welder, First Class Tradesman.
B. Leading Hand	...	Departmental leader, Most Skilful of section and capable of some minor directions.
C. Auto Setters	...	Setting, all autos and Asquith, Specialist and graduating from Auto Operators.
D. Fitters	...	Tradesmen, i.e. First Class Bench Fitters.
E. Turners	...	Tradesmen, i.e., First Class Turners capable independent work.
F. Carpenters	...	Tradesmen capable of joinery.
G. Driver	...	Lorry, Station Wagon or Car.

SCHEDULE "C"—contd.

H. Electrician	...	... Maintenance.
J. Winding Inspector	...	... Winding Shop Checking and passing.
K. Gauger	...	... Machine Shop Checking and passing.
L. Repetition Workers	...	... All Departments:—(a) Repetition Work on any automatic, semi-automatic or single purpose machine or any machine fitted with jigs, gauges, etc. Rendering operations mechanical—operator not responsible for dimensions of product other than by gauges. (b) Assembly of parts in which no fitting or adjustment requiring skill is needed. (c) Specialised processes not requiring the use of hand tools except hammers, pliers, screwdrivers, spanners and files and tools necessary for deburring or similar work.
(a) Machinist	...	... Shaft turning, Grinder, Heavy Autos, Asquith, Shaper, Heavy Power Guillotines, Dynamic Balancer, Crane Operator, Small Lathes, Small Autos, Drills, Milling, Transformer Insulation Cutting, Presses, Oil Filter, Tube Bender, Cropper, Circular Saw, Machine Saw, Surface Grinder, Rough Grinding, Linisher Roller, Resist, Spiral Winder, etc.
(b) Bench Hand	...	... Sub-Assembly Markoroff, Sub-Assembly Assembler, Tanking Helper, Rotor Shaft Straightener, Motor Core Examiner, Cable Box Assembler, Rotor Cage Builder, Trans, Core Builder, etc.
(c) Assemblers	...	... Fan Motor Starter Regulator Assemblers. Includes testing assistants, Bearing Fitters, Spot Welders, Transformer Coil Mounters, Switch Assemblers, Yoke Assemblers, Transformer connectors.
(d) Winders	...	... Fan and Motor Coil Winders and mounters, couplers and all transformer winders.
(e) Packers Grade I	...	... Transformer Chief Packer.
Packers Grade II	...	... Fan and Motor Packers, Transformer Packers.
(f) Impregnator F & M	...	... Fan and Motor.
Impregnator Trans	...	... Transformer.
(g) Insulators	...	... Fan and Motor Department, Lead Cutters, Slot Insulators Insulation Cutters, Tappers.
(h) Brazier	...	... Rotor Brazing, Coal gas or oxyacetylene.
(i) Welders	...	... Other than First Class Tradesmen.
(k) Spray, Oil and Cellulose.	...	... Fan finishing, Fan and Motor Black Spr., Transformer finishing.
(l) Brush	...	... Motor Finishing transformer black varnish and red lead.
(m) Tool Room Hand	...	... Tool Grinding (by hand or on tool and cutter grinder).
M. Wireman	...	... Wiring.
N. Storekeeper's Assistant	...	... Superior Stores Coolie.
O. Mukadam	...	... Leading Hand Coolie.
P. Watchmen	...	... Watchmen and Chowkidars.
Q. Coolies	...	... All heavy or light unskilled labouring work.

ENGINEERING MAZDOOR SABHA,

KAMGAR SADAN, NAWAB TANK ROAD, MAZGAON,

Bombay 10.

Misc./223.

21st November 1949.

Shri D. G. Kale,
Secretary.

Standardisation Committee (Engineering),
Bombay.

Dear Sir,

We regret to inform you that through the oversight and neglect of our office-Secretary the Scheme of Sandardisation of wages that has been submitted to you by us on 3rd November, is actually our draft which was not meant to be submitted to you. That draft may be considered as cancelled. A correct copy of the Scheme is being sent herewith. The inconvenience caused to you is very much regretted.

Yours faithfully,
(Signed) R. DESAI,
Secretary.

APPENDIX E

Designation.	Starting Rate.	Yearly Increment.	Maximum Rate.	Classifi- cation.
	Rs. as. ps.	As.	Rs. as. ps.	
Apprentice (Trade) ...	1 2 6	4	2 6 6	U
Apprentice (Engineering) ...	1 8 0	4	2 12 0	U
Armature Winder ...	4 4 0	6	8 6 0	HS
Assembler ...	3 4 0	4	6 0 0	S
Blacksmith ...	3 4 0	4	6 0 0	S
Boat Builder ...	3 4 0	4	6 0 0	S
Boiler Caulker ...	3 4 0	4	6 0 0	S
Boiler Maker ...	3 12 0	5	7 3 0	HS
Boring Machineman ...	3 8 0	4	6 4 0	HS
Boy Learner ...	1 2 0	4	2 6 6	U
Brass Finisher ...	3 4 0	4	6 0 0	S
Carpenter ...	3 4 0	4	6 0 0	S
Chipper ...	2 8 0	4	5 4 0	SS
Cleaner ...	2 0 0	3	4 1 0	SS
Cooly Dipping ...	1 8 0	2	2 14 0	U
Cleaner ...	2 0 0	3	4 1 0	SS
Cooly Furnace ...	1 8 0	2	2 14 0	U
Cooly Metal Mart ...	1 8 0	2	2 14 0	U

Designation.	Starting Rate.	Yearly Increment.	Maximum Rate.	Classifi- cation.
	Rs. as. ps.	As.	Rs. as. ps.	
Cooly Yard ...	1 8 0	2	2 14 0	U
Copper Smith ...	3 4 0	4	6 0 0	S
Core Girl ...	2 0 0	3	4 1 0	SS
Core Maker ...	3 12 0	5	7 3 0	HS
Crane Man ...	2 8 0	4	5 4 0	SS
Crane Driver (Electric) ...	3 4 0	4	6 0 0	S
Crane Driver (Steam) ...	4 0 0	6	8 2 0	HS
Cupola Man ...	2 8 0	4	5 4 0	SS
Cutter ...	3 4 0	4	6 0 0	S
Dipping Tank Man ...	2 8 0	4	5 4 0	SS
Driller ...	3 0 0	4	5 12 0	S
Electrical Maintenance ...	3 12 0	5	7 3 0	HS
Electrical (Supervisor) ...	4 12 0	6	8 14 0	HS
Electrician ...	4 4 0	6	8 5 0	HS
Wireman ...	2 8 0	4	5 4 0	SS
Fitter ...	3 4 0	4	6 0 0	S
Fitter (Dye) ...	3 8 0	4	6 4 0	HS
Fitter (Electric) ...	3 12 0	5	7 3 0	HS
Furnaceman ...	3 4 0	4	6 0 0	S
Holder Up ...	2 8 0	4	5 4 0	SS
Leading Hand ...	3 8 0	4	6 4 0	HS
Marker ...	3 4 0	4	6 0 0	S
Machineman ...	3 4 0	4	6 0 0	S
Mason ...	3 4 0	4	6 0 0	S
Miller ...	3 8 0	4	6 4 0	HS
Mochi ...	3 0 0	4	5 12 0	S
Motorman ...	2 8 0	4	5 4 0	SS
Moulder ...	3 12 0	5	7 3 0	HS
Moulder Machine Operator ...	3 0 0	4	5 12 0	S
Moulding Machine Boy ...	2 4 0	4	5 0 0	SS

Designation.	Starting Rate.	Yearly Increment.	Maximum Rate.	Classification.
	Rs. as. ps.	As.	Rs. as. ps.	
Muadam	3 0 0	4	5 12 0	S
Nawagani	2 0 0	3	4 1 0	SS
Oilman	2 8 0	4	5 4 0	SS
Packer	2 8 0	4	5 4 0	SS
Painter	3 4 0	4	6 0 0	S
Painter (Enamel)	3 4 0	4	6 0 0	S
Painter (Head)	3 8 0	4	6 4 0	HS
Painter (Letter)	3 0 0	6	6 0 0	HS
Pattern Maker (Wood)	3 12 0	5	7 3 0	HS
Pattern Maker (Metal)	4 0 0	6	8 2 0	HS
Planer	3 4 0	4	6 0 0	S
Plater	3 4 0	4	6 0 0	S
Plumber	3 4 0	4	6 0 0	S
Polisher	3 4 0	4	6 0 0	S
Power House Operator	3 12 0	5	7 3 0	HS
Rivet Boy	2 0 0	3	4 1 0	SS
Rivetter	3 4 0	4	6 0 0	S
Sail Maker	3 4 0	4	6 0 0	S
Shaper	3 4 0	4	6 0 0	S
Slinger	2 0 0	3	4 1 0	SS
Slotter	3 4 0	4	6 0 0	S
Steam Hammerman	3 0 0	4	5 12 0	S
Striker	2 8 0	4	5 5 0	SS
Telephoneman	3 12 0	5	7 3 0	HS
Templet Maker	3 12 0	5	7 3 0	HS
Tinsmith	3 4 0	4	6 0 0	S
Turner	3 4 0	4	6 0 0	S
Turner (Electric)	3 12 0	5	7 3 0	HS
Viewer	3 4 0	4	6 0 0	S
Welder (Electric)	4 12 0	6	8 14 0	HS

Designation.	Starting Rate.	Yearly Increment.	Maximum Rate.	Classification.
	Rs. as. ps.	As.	Rs. as. ps.	
Welder (Gas)	4 12 0	6	8 14 0	HS
Wireman	3 12 0	5	7 3 0	HS
Boilder Attendant (Certified) ...	4 4 0	6	8 6 0	HS

Monthly Rated.

Yard Clerk Supervisor	Rs. 140—10—290.
Storekeeper	Rs. 120—8—240.
Shop Clerk	Rs. 120—8—240.
Store Checker & Storeman	Rs. 90—4—150.
Godown Keeper	Rs. 120—8—240.
Mistry	Rs. 160—15—315.
Muccadam (Chief)	Rs. 125—6—185.
Compressor Attendant	Rs. 150—10—160.
Sweeper	Rs. 50—3—95.
Mali	Rs. 50—3—95.
Office Boy	Rs. 30—2—50.
Peons	Rs. 45—5—120.
Peons Delivery & Bank	Rs. 55—5—130.
Head Peon	Rs. 65—5—140.
Watchman	Rs. 45—5—120.
Naik	Rs. 55—5—130.
Mavaldar	Rs. 65—5—140.
Car Driver	Rs. 85—7—170.

APPENDIX F.

DOCKYARD LABOUR UNION.

Kamgar Sadan, Nawab Tank Road, Mazagaon, Bombay 10.

21st November 1949.

REF. Mis/223.

Shri D. G. Kale,
Secretary,
Standardisation Committee (Engineering),
Bombay.

Dear Sir,

We regret to inform you that through the oversight and neglect of our Office-Secretary the Scheme of Standardisation of Wages that has been submitted to you by us on 3rd November, is actually our rough draft which was not meant to be submitted to you. That draft may be considered as cancelled. A correct copy of the Scheme is being sent herewith. The inconvenience caused to you is very much regretted.

Yours faithfully,
(Signed) K. L. MANSUKHANEY,
for General Secretary.

APPENDIX F.
DOCKYARD LABOUR UNION.
Scheme of Standardisation of Wages.

Category of workmen.			Starting rate.	Yearly Increment.	Maximum rate.	Classification.
			Rs. as. ps.	As.	Rs. as. ps.	
<i>Fitting Shop.</i>						
Fitter	...	...	3 4 0	4	6 0 0	S
Turner	...	...	3 4 0	4	6 0 0	S
Beltman (Mochi)	...	...	3 0 0	4	5 12 0	S
Oilman	...	...	2 8 0	4	5 4 0	SS
Blower man	...	...	2 8 0	4	5 4 0	SS
Boiler Attendant (Certified)	...	...	4 4 0	6	8 6 0	HS
Firoman	...	...	2 8 0	4	5 4 0	SS
Motor Fire Engine Driver	...	...	2 12 0	3	4 12 0	SS
M. W. Steam Lorry Driver	...	...	4 4 0	6	8 6 0	HS
M. W. Steam Lorry Fireman	...	...	2 8 0	4	5 4 0	SS
Millwright Cooly	...	...	1 8 0	2	2 14 0	U
Mobile Crane Driver	...	...	4 12 0	6	8 14 0	HS
Steam Crane Driver	...	...	4 0 0	6	8 2 0	HS
<i>Patternmaker Shop.</i>						
Patternmaker	...	...	3 12 0	5	7 3 0	HS
<i>Foundry.</i>						
Moulder	...	...	3 12 0	5	7 3 0	HS
Coremaker	...	...	3 12 0	5	7 3 0	HS
Furnaceman	...	...	3 4 0	4	6 0 0	S
Chipper	...	...	2 8 0	4	5 4 0	SS
Furnace Cooly	...	...	1 8 0	2	2 14 0	U
<i>Blacksmith.</i>						
Blacksmith	...	...	3 4 0	4	6 0 0	S
Hammerman	...	...	2 8 0	4	5 4 0	SS
Large P/H Operative	...	...	3 12 0	5	7 3 0	HS

Category of workmen.			Starting rate.	Yearly Increment	Maximum rate.	Classification.
			Rs. as. ps.	As.	Rs. as. ps.	
<i>Oxy Department.</i>						
Gaswelder	...	...	4 12 0	6	8 14 0	HS
Safety Supervisor	...	...	3 12 0	5	7 3 0	HS
Cutter	...	...	3 4 0	4	6 0 0	S
Oxy Coolies	...	...	1 8 0	2	2 14 0	U
<i>Arc Welding Department.</i>						
Electric Welder	...	...	4 12 0	6	8 14 0	HS
Safety Supervisor	...	...	3 12 0	5	7 3 0	HSQ
Cutter	...	...	3 4 0	4	6 0 0	S
Welding Coolies	...	...	1 8 0	2	3 14 0	U
<i>Electric Shop.</i>						
Electrician	...	...	4 4 0	6	8 6 0	HS
Wireman	...	...	3 12 0	5	7 3 0	HS
Electric Fitter	...	...	3 12 0	5	7 3 0	HS
Armature Winder	...	...	4 4 0	6	8 6 0	HS
Electric Turner	...	...	3 12 0	5	7 3 0	HS
Electric Flater	...	...	3 12 0	5	7 3 0	HS
Watchmaker	...	...	3 12 0	5	7 3 0	HS
Telephoneman	...	...	3 12 0	5	7 3 0	HS
Engraver	...	...	3 12 0	5	7 3 0	HS
Lampman	...	...	3 4 0	4	6 0 0	S
Electric Motor Attendant	...	...	3 4 0	4	6 0 0	S
Electric Crane Driver	...	...	3 4 0	4	6 0 0	S
Electric Crane Driver (Heavy Foundry).	...	...	3 12 0	5	7 3 0	HS
<i>Coppersmith Shop.</i>						
Coppersmith	...	...	3 4 0	4	6 0 0	S
Plumber	...	...	3 4 0	4	6 0 0	S
Tinsmith	...	...	3 4 0	4	6 0 0	S
Brassfinisher	...	...	3 4 0	4	6 0 0	S
Locksmith	...	...	3 4 0	4	6 0 0	S

Category of Workmen.	Starting Rate.	Yearly Increment.	Maximum Rate.	Classification
	Rs. as. ps.	As.	Rs. as. ps.	
<i>Boilermaker Shop.</i>				
Boilermaker ...	3 12 0	5	7 3 0	HS.
Sheet Metal Worker ...	3 4 0	4	6 0 0	S.
Plater ...	3 4 0	4	6 0 0	S.
Revetter ...	3 4 0	4	6 0 0	S.
Boiler Caulker ...	3 4 0	4	6 0 0	S.
Holder Up ...	2 8 0	4	5 4 0	SS.
Rivet Boy ...	2 0 0	3	4 1 0	SS.
Plater Helper ...	2 4 0	3	4 5 0	SS.
Machineman ...	3 4 0	4	6 0 0	S.
Mason ...	3 4 0	4	6 0 0	S.
<i>Shipwright Department.</i>				
Carpenter ...	3 4 0	4	6 0 0	S.
Boat Builder ...	3 4 0	4	6 0 0	S.
Machineman ...	3 4 0	4	6 0 0	S.
Mason ...	3 4 0	4	6 0 0	S.
Water Coolies ...	2 0 0	3	4 1 0	SS.
<i>Paint Shop.</i>				
Polisher ...	3 4 0	4	6 0 0	S.
Letter Painter ...	3 4 0	4	6 0 0	S.
Enamel Painter ...	3 4 0		6 0 0	S.
<i>Automobile Shop.</i>				
Motor Mechanic ...	4 0 0	5	7 7 0	S.
Refrigerator Mechanic ...	4 0 0	5	7 7 0	S.
Car Driver ...	85 0 0	Rs. 7	176 0 0	(Monthly).

(Heavy and Diesel oil drivers to get Rs. 15 more and period for completion of grade is 13 years).

Category of Workmen.	Starting rate.	Yearly Increment.	Maximum rate.	Classification.
	Rs. as. ps.	As.	Rs. as. ps.	
Vulcaniser ...	... 3 4 0	4	6 0 0	S.
Batterymen ...	... 3 4 0	4	6 0 0	S.
Post-cum-Attendant ...	... 3 4 0	4	6 0 0	S.
Tricycle Driver ...	... 3 4 0	4	6 0 0	S.
Cleaner ...	... 2 0 0	3	4 1 0	SS.

Sail Loft.

Upholster ...	... 3 12 0	5	7 3 0	HS.
Tailor ...	... 3 4 0	4	6 0 0	S.
Sailmaker ...	... 3 4 0	4	6 0 0	S.

Gunners' Labour.

Stevedore Tindal ...	... 2 12 0	3	4 13 0	SS.
Winchmen ...	... 3 4 0	4	6 0 0	S.
Rigger Tindal ...	... 3 4 0	4	6 0 0	S.
Rigger ...	... 2 12 0	3	4 13 0	SS.
Lascor ...	... 2 4 0	3	4 5 0	SS.
Divers ...	... 2 8 0	3	4 9 0	SS.
Stevedore ...	... 2 0 0	2	3 6 0	SS.

Stores.

Tailor ...	... 3 4 0	4	6 0 0	S.
Storeman ...	... 90 0 0 (Monthly)	4	150 0 0	S.
Heavy Coolies ...	... 1 8 0	2	2 14 0	U.
Cassad ...	... 2 12 0	3	4 13 0	SS.

Supervisory Staff.

Noowganis ...	... 2 0 0	3	4 1 0	SS.
Mucoadam ...	... 3 0 0	4	5 12 0	S.
Leading Hand ...	... 3 8 0	4	6 4 0	HS.

Category of Workmen.			Starting Rate.	Yearly Increment.	Maximum rate.	Classification.
<i>Supervisory Staff--contd.</i>			Rs. as. ps.	Rs. as.	Rs. as. ps.	
Mistry	..	..	150 0 0	15 0	315 0 0 (Monthly).	HS.
Chargehands	..	..	200 0 0	15 0	365 0 0 (Monthly).	HS.
Lascur Serang	..	..	150 0 0	6 0	216 0 0 (Monthly).	S.
Lascur Cassad	..	..	125 0 0	6 0	191 0 0 (Monthly).	S.
			...		(Monthly).	
Lascur Cassad	..	..	125 0 0	6 0	191 0 0 (Monthly).	S.
Stevedore Serang	..	..	125 0 0	6 0	191 0 0 (Monthly).	S.
Chief Mucadam	..	..	125 0 0	6	191 0 0 (Monthly).	S.
Specialist	..	..	4 4 0	6 0	8 6 0	SP.
<i>Watch and Ward.</i>						
Watchman	..	..	45 0 0	0	120 0 0	
Last Naik	..	..	55 0 0	5 0	130 0 0	
2nd Naik	..	..	60 0 0	5 0	135 0 0	
Havaldar	..	..	65 0 0	5 0	140 0 0	
(Period for completion of scale is 15 years).						
<i>Dry Dock</i>						
Tindal	..	..	60 0 0	6 0	126 0 0 (Monthly).	
Driver	..	..	85 0 0	7 0	162 0 0 (Monthly).	
Fireman	..	..	60 0 0	6 0	126 0 0 (Monthly).	
Lascur	..	..	55 0 0	5 0	110 0 0 (Monthly).	
Apprentice	..	..	1 2 6	4 0	2 6 6 (In 5 years).	
Sweepers	..	..	50 0 0	3 0	95 0 0 (In 15 years).	

Category of Workmen.	Starting rate.	Yearly Increment.	Maximum rate.	Classification.
	Rs. as. ps.	Rs.	Rs. as. ps.	
<i>Lascurs.</i>				
Lascur	55 0 0	5	110 0 0	
Sucoani	60 0 0	6	126 0 0	
Bundar Sarang ..	75 0 0	7	152 0 0	
Fireman	69 0 0	6	126 0 0	
Fireman Tindal ..	70 0 0	7	147 0 0	
Steam Engine Driver 1st Class	125 0 0	6	191 0 0	
Steam Engine Driver 2nd Class	100 0 0	5	125 6 0	
	(Qualification allowance of Rs. 16 per month on obtaining 1st Class driver certificate).			
Motor Launch Driver ..	150 0 0	10	260 0 0	
Permit Driver 3rd Class ..	125 0 0	6	191 0 0	
	(Qualification allowance of Rs. 10 per month on obtaining 2nd Class certificate).			
Sorang 3rd Class ..	100 0 0	5	125 6 161 0 0	
	(Qualification allowance of Rs. 10 per month on obtaining 2nd Class certificate).			
Sorang 2nd Class ..	125 0 0	6	191 0 0	
	(Qualification allowance of Rs. 16 per month on obtaining 1st Class certificate).			
<i>Burces.</i>				
Lascur	50 0 0	5	105 0 0	(Monthly).
Tindal	65 0 0	6	131 0 0	(Monthly).
Sorang	85 0 0	7	162 0 0	(Monthly).
<i>Launches and Boats</i>				
Coal Trimmer ..	50 0 0	5	105 0 0	
Butler	65 0 0	6	131 0 0	
Lascur	60 0 0	5	115 0 0	
Fireman	65 0 0	6	131 0 0	
Fireman Tindal ..	75 0 0	7	152 0 0	
Sucoani	75 0 0	7	152 0 0	
Drivers 1st Class ..	150 0 0	10	260 0 0	
Drivers 2nd Class ..	125 0 0	6	191 0 0	
	(Qualification allowance of Rs. 16 per month on obtaining 1st Class certificate).			
Master (1st Class Certificate).	250 0 0	10	360 0 0	
Master (2nd Class Certificate).	200 0 0	10	310 0 0	
	(Qualification allowance of Rs. 16 per month on obtaining 1st Class certificate).			
Engineer	350 0 0	15	515 0 0	

Category of workmen.	Starting rate.	Yearly Increment.	Maximum rate.	Classification.
<i>Miscellaneous</i>				
Coal Tally Clerk	150 0 0	10	260 0 0	
Issuer	70 0 0	7	147 0 0	
Compressor Attendant ..	150 0 0	10	260 0 0	

DOCKYARD LABOUR UNION.

Statement submitted to the Standardisation Committee (Engineering) on the Scheme of Standardization of Wages.

The Statements submitted by the Dockyard Labour Union and other sister Unions early in the year on Minimum wage are still the bedrock on which the accompanying scheme has been based. The considerations which apply for fixing the minimum wage for the lowest class of unskilled worker apply with equal vigour for fixing minimum wage for other categories of skilled and semi-skilled workers.

2. We have been asked by the Committee to submit a detailed scheme of standardisation of wages, based on the 'fair minimum' of Rs. 30. We think it would be a misnomer to call Rs. 30 a 'fair minimum' for the unskilled worker. The fact is that although the Committee was directed to recommend a 'fair minimum' wage for the unskilled worker—and although it set out to determine this wage—actually the Committee has recommended a mere subsistence wage. Even the learned Industrial Tribunal while enforcing the recommendation of the Committee was constrained to remark that 'its (the Committee's) appreciation of the minimum standard has been to some extent defective'.

3. The Union would like to emphasize that the wage of an unskilled worker will be only one of the considerations to be borne in mind while drawing the scheme. More weightier considerations will be :

1. *The General Degree of skill required in the particular industry.*—It is an admitted fact that the general level of skill required in the Engineering Industry is the greatest. The Engineering Industry is a heavy and basic industry. It is because of this that the general wage level is the highest in the Engineering Industry—not only in England and America, where this Industry has made considerable progress but even in India.

(b) The degree of skill to be cultivated in the different categories of workers.

(c) Strain of work.

(d) Responsibility involved.

(e) Training and qualification required.

(f) Experience involved.

(g) Mental and physical requirements.

(h) Hazard Attendant on work.

(i) Fatigue.

(j) Irksomeness involved in the work.

(k) The standard of living to be assured to the worker concerned : Many of the workers entering skilled and semi-skilled jobs in the Engineering Industry are coming from the middle-classes, and this consideration must be given its due weight.

4. In addition to these general and basic considerations, the Union has taken due note of the Awards inadequate as they are on the subject recently made. The Awards referred to above are the Ford Motors Award, The Premier

Automobile Award, The Burmah Shell Award etc. Due note has also been taken of the recommendations of the Central Pay Commission regarding the scales to be fixed for skilled class of operatives, viz.

- (a) Rs. 55—3—85—E.B.—4—125—5—130.
- (b) Rs. 60—5/2—75.
- (c) Rs. 60—4—120—E.B.—5—170.
- (d) Rs. 75—3—105.
- (e) Rs. 80—5—120—E.B.—8—200—10/2—220.
- (f) Rs. 100—5—125—6—155—E.B.—6—185.
- (g) Rs. 100—8—140—10—200—E.B.—10—300.
- (h) Rs. 150—7—185—8—225.
- (i) Rs. 160—10—250—E.B.—10—300—15—450.
- (j) Rs. 200—15—350—E.B.—15—440—20—500.
- (k) Rs. 250—15—400.

5. Different from the recommendation of the Central Pay Commission, Sardar Mangal Singh and Mr. N. M. Joshi recommended the following scales for this class of operatives :—

- (1) Rs. 65—3—120—6—180.
- (2) Rs. 70—5—100—6—160—8—200.
- (3) Rs. 75—5—100—6—160—8—200.
- (4) Rs. 80—6—140—8—180—10—250.
- (5) Rs. 100—6—160—8—200—10—250.

6. In addition the Central Pay Commission has recommended the house rent and compensatory allowances in the City of Bombay.

7. These scales have been relied upon in preparation of scales adopted in the Port Trust and Railways. The Scales demanded by us compare favourably with these scales.

8. Under the recommendations of the Central Pay Commission a normally skilled man will get Rs. 77-8-0, Rs. 82-8-0, Rs. 92-8-0, Rs. 97-8-0 etc.—inclusive of allowances. Dividing these figures by 26, we get the figure of Rs. 3-0-0, Rs. 3-2-0, Rs. 3-8-0, Rs. 3-11-0 etc. It should be noted that the recommendations of the Central Pay Commission have created a lot of discontent as they have proved to be inadequate for the workers. Further, it should be noted that the recommendations of the Central Pay Commission were meant for a non-profit making organisation like the Government where public service is the guiding principle. For a commercial establishments, these figures should necessarily be tuned up—and they actually have been tuned up by the Industrial Tribunals.

9. In the attached scheme the Union has done away with the system of grades in different occupational categories.

10. The system of two grades in one and the same category of workers is a unique one in this Company, and was introduced only recently. These grades are absent in almost all the Companies. The Company introduced these grades in 1947—although they were absent in the Wasudeo Award. Under this scheme more than 50 per cent. of the skilled workers belonging to Grade I are deprived of their due wages. Grade II category of workers usually start at Rs. 2-8-0. If the Grades mean anything—it is simply an admission from the Company—that a normally skilled man should get atleast Rs. 2-8-0.

11. The company has been unable to offer any explanation or justification for the two grades system. Several times in the past, the Union has asked for proper explanations regarding the need for these grades, their actual working etc. Needless to say the Company has not found it possible to explain or justify the demands.

12. All skilled workers have to undergo either a period of apprenticeship lasting for 5 years, or an intensive course of training in lower categories for several years. After this period of their training and experience the Company has no justification to keep the majority of workers at a depressed level of wages. It is an open secret that these promotions are not earned by so-called merit, but sold by rupees. The only persons who stand to gain by the grades are the high officials of the Company. The Union would like to emphasize in unequivocal terms that so long as these Grades exist, Industrial peace and harmony must remain moonshine.

13. The Union thinks that the only fair methods of adjusting the present wages in revised scales of pay would be to bring the 'point to point' adjustment i.e. one increment for every year of service which a workman has put in the Company. This is because the workers have suffered under an injustice for long time.

The Union craves leave for alter, amend or add to this statement if necessary.

APPENDIX G.

Crompton Parkinson (Works) Ltd. Employees Union.

25, Dalvi Building,
Polbaodi, Parel,
Bombay 12.
15th November 1950.

The Secretary,
Standardization Committee (Engineering),
Wellington Cinema Building,
Bombay 2.

Dear Sir,

Reference : Your No. S. C. (E)/389 of 28th September 1949.

With reference to your above I am submitting herewith proposed scheme for fair wages for occupations in the Crompton Parkinsons. A separate scheme for Standardisation in the four concerns is not being submitted as very few occupations in this concern are in common with the rest of the concerns.

The Union considers that the awarded minimum basic wage of Rs. 30 per month is far from satisfactory. I hope that efforts will still be made to raise this minimum nearer to the Living wage.

The proposed scheme should be considered as a provisional one. In order to improve upon the scheme management should be asked to supply complete list of workers, giving designation, date of joining, starting rate, increments, present rate. I also hope that the Union representatives will be allowed to inspect working of the various occupations with necessary facilities.

Thanking you.

Yours faithfully,

V. P. Bapat,
General Secretary.

SCHEME OF FAIR WAGES FOR OCCUPATIONS IN CROMPTON PARKINSON WORKS (LTD.) HAINES ROAD, WORLI, BOMBAY.

(1) *Grades.*—On the basis of monthly wage rates, for a month of 26 working days and annual increments.

Grade A :—Rs. 30—10—60—5—95	in 10 years.
Grade B :—Rs. 50—10—90	in 4 years.
Grade C :—Rs. 70—7—105—8—145	in 10 years.

Grade D :—Rs. 90—8—130—10—180	in 10 years.
Grade E :—Rs. 110—10—160—12—220	in 10 years.
Grade F :—Rs. 130—10—180—15—225	in 10 years.

(2) *Different occupations in proposed Grades :—*

Grade A :—Coolies
 Grade B :—Learners.
 Grade C :—Testers Assitsants.
 Cleaner-Motor.
 Lead Cutters.
 Packers II.
 Mukadam.
 Store Keepers Assistant.
 Tanking Helpers.
 Rough Grinders.
 Tube Banders.
 Cropper operator.

Grade D :—Grinding Machine Operator.

Driller.
 Brazers II.
 Pressman.
 Balancer.
 Automatic Machine Operator.
 Tool Room Hand.
 Shaft Straightter.
 Core Examiner.
 Rotor cage builder.
 Spot Welder.
 Reg. Connector.
 Resistance Spiral Winders.
 Coupler.
 Taper.
 Insulation Man.
 Impregnetors.
 Brush Painter.
 Packer I.
 Box Maker.
 Tradle G. Operator.
 Power G. Operator.
 Slitter.
 Circle cutter.
 Linisher.
 Roller.
 Power Guilletoine Operator.
 Surface Grinder.
 Saw Man.
 Crane Operator.
 Connectors.

Grade E :—Brazer I.

Spray Painter.
 Fret Saw Operator.
 Band Saw Operator.
 Fitter II.
 Turner II.
 Welder II.
 Flame Cutter.
 Chief Packer.

Shaper.
Bearing Fitter.
Assembler.
Cable Box Assembler.
Core Assembler.
Switch Assembler.
Yoke Assembler.
Mounters.
Oil Filter Operator.

Grade F :—Leading Hands.

Welder I.
Auto Setter.
Fitter I.
Turner I.
Carpenter I.
Drivers.
Electricians.
Inspectors.
Caughers.
Wiremen.
Winders—coil transformer.
Miller.

(3) Period of probation should not exceed three months, after which a worker should be considered as permanent.

(4) All new recruitments should be at the lowest level as far as possible, Promotions should be internal.

The Union reserves the right of amending, adding or deleting a portion or whole of the statement.

14th November 1949.

(Signed) V. P. Bapat,
General Secretary.

APPENDIX H.

Richardson & Cruddas Ltd., Byculla, Bombay-8.

The Secretary,
Standardisation Committee (Engineering),
Wellington Cinema Building,
Dhobi Talao,
BOMBAY—2.

24th February 1950

Dear Sir,

With reference to your letter No. S. C. (E)/464 of 20th February 1950, we have to point out that the schedule of rates at present in use in our Works is considered to be already at a higher level than is economically sound since Bombay has to compete for work with other centres—notably Calcutta—where much lower rates obtain. Consequently the rates contained in the demand of our Works Union, the Engineering Mazdoor Sabha are quite beyond out consideration.

2. The following comments do not in any way alter our above statement and are only given in an endeavour to assist you in your deliberations and are additional to the note already submitted by the Indian Engineering Association, Bombay.

3. Much of the reasoning given in our Memorandum to you in connection with the fixing of the minimum basic wage—see letter B/1799 of 9th February 1949, from Messrs. Crawford Bayley, on our behalf and the

Memorandum enclosed herewith and also the "Objections" later lodged with the Industrial Court by Messrs. Crawford Bayley on our behalf on 23rd June, 1949, applies directly in this case so we must request you to study these together with the contents of this present letter.

4. Two of the primary considerations in the matter of fixing minimum wages for various occupations are :—

(1) What the various names of the occupations simply and the work which has to be done by employees in such occupations,

(2) Into which of the three classifications of skilled, semi-skilled and unskilled each occupation falls.

5. The following three definitions taken from "The United States dictionary of Occupational Titles are considered to be very correct ones and we trust the Standardisation Committee will accept them as standard definitions and refer to them constantly in their deliberations :—

(i) *Skilled Occupations*—include craft and manual occupations that require predominantly a thorough and comprehensive knowledge of process involved in the work, the exercise of a considerable independent judgment, usually a high degree of manual dexterity, and, in some cases, extensive responsibility for valuable product or equipment. Workers in these occupations usually become qualified by serving apprenticeship or completing extensive training periods. Foreman of manual and craft workers are also included with these occupations.

(ii) *Semi-skilled Occupations*—include manual occupations that are characterised by one, or a combination of parts of the following requirements : the exercise of manipulative ability of a high order, but limited to a fairly well defined work routine ; major reliance, not so much upon the worker's judgment or dexterity, but upon, vigilance and alertness, in situations in which lapses in performance would cause extensive damage to product or equipment ; and the exercise of the independent judgment to meet variables in the work situation, which is not based on wide knowledge of work field and with the nature and extent of the judgments limited either (a) by application over a relatively narrow task situation, or (b) by having important decisions made by others. These occupations may require the performance of part of a craft or skilled occupation, but usually to a relatively limited extent.

(iii) *Unskilled Occupations*—include manual occupations that involve the performance of simple duties that may be learned within a short period of time and that require the exercise of little or no independent judgment. Characteristically such occupations do not require previous experience in the specific occupation in question, although a familiarity with the occupational environment may be necessary or very desirable. The occupations in the group vary from those involving a minimum of physical exertion of those characterised by heavy physical work

6. Our *Schedule of Rates of Pay* is one brought into use by us only a few years ago, certain amendments being made in April, 1947.

It was based on the Schedule adopted in the Award in the Mazagaon Dock Adjudication by Mr. K. B. Wassoodew (Adjudicator) No. 9426/34-1, dated 14th May, 1946 the rates in which he describes as "not inadequate or unsatisfactory", and the increments he said were "very suitable and fair".

7. We would however comment on a few errors in the Schedule, which it is agreed, were carried by us into our Schedule but which nevertheless are incorrect.

e. g. Occupations in the Machine shop under 'planer', 'miller', 'shaper', 'slotter' and 'driller' are not skilled trades and so should have a lower minimum wage than that for skilled occupations because usually the workmen employed on such machines cannot operate more than one or two of this class of machines. (See above definition of semi-skilled occupation).

Also in our Schedule a 'craneman' (i.e., an electric over-head crane driver) is too highly rated at Rs. 1-12-0 as he is only semi-skilled, in fact our cranimen are only coolies who have had some months of training at the work and so really only just come into the class of semi-skilled.

Again in our Schedule a riveter receives Rs. 1-10-0 minimum which is too high for the job, which may be included in the class of semi-skilled but is by no means anywhere near the top of such a class since his work can be learnt in a relatively short time.

Another error is in connection with the machineman in the Pattern shop who is only semi-skilled and so should not have an apprenticeship period attached to his occupation.

8. *Service increments.* Whilst we apply these according to our Schedule (as it was adopted from Mr. K. B. Wassoodew's Award for Mazagaon Dock), we are emphatically against the principle of their use and consider that all increments over the minimum should be given only on merit, i.e., as the workman's skill and output increases and not according to his length of service. Service increments are not given in industry in any other part of the world and were not awarded in the West Bengal Engineering Award in 1948.

9. *Schedule as proposed by the Engineering Mazdoor Sabha.*

This schedule includes very many names of occupations which are not used by us, in fact this applies to the greater number. The only actual occupations in our Works are those listed in our own schedule copies of which have already been supplied to you.

The classification of the various occupations by the Union into skilled, semi-skilled and unskilled are in most cases wrong.

The rates proposed by the Union have already been commented on in para 1 of this letter.

10. The monthly rating of any workman of course could not be agreed to and has been disallowed in previous adjudications.

We would here remark however that in preference to daily rates it would be better to adopt *hourly rates* in pies per hour for all workmen as it will ease all calculations and be no detriment to the worker and also be a standard for all workshops whatever number of hours they work in one day.

11. Regarding any proposal to consolidate part of the 'B' scale of Dearness Allowance with basic pay we must resist this as we maintain that the present basic rates of the more highly paid workmen to whom 'B' scale applies are already too high and that any addition would only make this position worse and would also make them out of correct relative proportion to the other rates. We have explained verbally that the scale 'B' was introduced by us early in the war before the introduction of scale 'A' and due to conditions then it would have not been politic for us to cancel scale 'B' but we wish we had been able to do so. As the dearness allowance becomes less and the present basic rates are approached and the cost of living becomes stable it may be possible to fix new basic rates without dearness allowance but this is something to be dealt with when such a time arrives.

In the Interim Award, dated 18th July 1949, *Bombay Government Gazette* August 11th, 1949, Part I-L, p. 1005 to p. 1011, we would refer you to p. 1011 where the Award concludes with the following words :—

"The Committee will determine the standard and the fair wages in relation to the prices at the pre-war level, i.e. in August 1939."

We do not see how, therefore, the Committee can touch the dearness allowance, under their terms of reference.

12. We would also draw your attention to the last sentence of para. 12 on p. 1010 of the Award referred to in para. 11 of this letter.

"In calculating the fair minimum wage the value of these benefits (viz., provident fund, gratuity, privilege leave, casual and sick leave on pay and medical attention at the dispensary and other benefits which he gets), evidently cannot be left out of consideration as they go directly to reduce the expenses of the worker on items that enter into consideration of the minimum wage."

We must impress the fact that these must also be considered when considering the wages other than the minimum for the unskilled worker as nearly all such benefits have been added since 1939.

13. Lastly we would again stress the matter of the ability of the industry to pay. In the West Bengal Adjudication for the Engineering Industry in 1948 certain minimum wages and dearness allowance were fixed beyond which the Tribunal stated they considered the Industry could not bear the burden. Bombay wages and Dearness Allowance are so much in excess of those in Calcutta that any increase will in our opinion be suicidal and will only drive still more business away from Bombay and so in the end do the workers a disservice as still more of them will be thrown out of employment.

Retrenchment has already been applied heavily in the other Engineering Companies in this Adjudication and we are now also having to retrench labour and the cause is business being lost to cheaper centres of production.

Yours faithfully,

Per Pro. RICHARDSON & CRUDDAS Ltd.

(Signed)

DEPUTY GENERAL MANAGER.

APPENDIX I

Crompton Parkinson (Works) Limited.

The Secretary,
Standardisation Committee (Engineering),
Wellington Cinema Building,
Bombay 2.

Dear Sir,

Interim Award (part II), dated 18th July 1949 of the Industrial Tribunal, Bombay. In the matters. AJ-IT Nos. 5/47, 10/47, 29/47 and AR No. 9/47.

We are writing with reference to your letter No. S. C. (F)/427 of the 25th November 1949 and S. C., (E) 466 of the 20th February 1950, on the above subject.

We must point out at the outset that the wages at present paid to our workmen consider in conjunction with the various privileges that are in force such as paid leave, provident fund gratuity, bonuses, etc., are already

so high as to constitute a distinct threat to the stability of our industry in normal conditions of trading which are returning very fast. Already there is unmistakable evidence of competition, both internal and international, in which our industry situated in Bombay is proving to be at a very severe handicap in comparison with our competitors in any other part of this country or Overseas and the source of most of these difficulties lies unquestionably in the high labour costs prevailing in Bombay.

Judged from this all important consideration of the ability of the industry to bear it, the burden of the present labour costs is itself too high. Consequently we consider as absurd the wage rates proposed in the statement submitted by the Crompton Parkinson (Works) Ltd., Employees Union, bearing as they do no relation whatever to this or any other consideration.

In addition their attempt at classifying the various occupations into five separate groups with a different scale of wages for each, betrays complete ignorance of the actual work performed in those occupations as there is no semblance of uniformity either of skill or of physical effort or of any other factor in the occupations in any grouping.

We would emphasize that category for category wage rates alone in Bombay are over 50 per cent. greater than in Calcutta and this disparity is greatly widened by the imposition in Bombay of additional privileges such as paid leave, retiring benefits, bonuses, etc. which are either non-existent in Calcutta or exist on a considerably reduced scale. A comparison between Bombay and any other city in India will show divergences even greater than those apparent in the comparison with Calcutta. The natural result of this state of affairs is to force costs of production in Bombay to an uneconomically high level.

In these circumstances it is our considered opinion that any attempt to raise wages rates above the present levels cannot but bring disastrous results.

In discussions with you on this subject on the 23rd and 24th instant, reference was made to the desirability of introducing wage scales carrying service increments and we expressed our strong opposition to any such scheme whereas by increments to wages are granted irrespective of merit or proficiency of the workman concerned. It is our opinion that increments to wages based on a flat time scale and un-related to improvements in proficiency or production, have the effect of destroying incentive and in course of time reducing output per man. The argument was advanced that with the passage of time the proficiency of any workman must automatically increase, but we must express our disagreement with this reasoning for in actual fact as reported by the International Labour Office, Geneva, the output per man in India had declined from 100 per cent. in 1945 to 68 per cent. in 1949 when over the same period the output per man in other countries increased from 100 per cent. to 120 per cent. or more.

We are, therefore, emphatically opposed to the establishment of time scales or service increments whether in replacement of our present system of merit increments or in addition to it.

Yours faithfully,
For Crompton Parkinson (Works) Ltd.,

(Signed) P. R. Deshpande,
Deputy General Manager.

APPENDIX J

Indian Engineering Association.

C/o. The Chamber of Commerce,
P. O. Box No. 473,
Bombay 1.

23rd February 1950.

Dear Sir,

With reference to your letter S. C. (E)/436 of 8th December 1949, you invite the Co-operation of the Association and you ask for information on three main matters,

(a) Whether the Association has collected and is willing to make available to the Committee any information from other countries such as the U. K. and U. S. A. or from the I. L. O. at Geneva in respect of Standardisation of Wages.

(b) Whether the Association has evolved standardised occupational nomenclature in respect of the Engineering Industry and prepared definitions of such occupation.

(c) What the different "Trades" are in the U. K. in the Engineering Industry and the Committee of the Association offers the following as an interim report for your guidance.

2. Regarding the 1(a), the only information that has been received from abroad is from the I. L. O. Geneva but it does not unfortunately, help in this matter very much. Copies of this correspondence can be furnished by the Association if required by you. A useful section is the quotation of the American definitions of the terms "Skilled", "Semi-skilled" and "Unskilled" which are considered to be very suitable definitions and are quoted later in this letter.

3. Regarding 1(b), the following pages give some information regarding of occupations in the Engineering Industry.

4. The subject of standardisation of occupational nomenclature and wages in the Engineering Industry in India has also been referred to many publications notably the following :—

(a) The Award of the Tribunal of Adjudication on the Engineering Industry in West Bengal (1948).

(b) "The report of the Committee on Fair Wages" (Ministry of Labour, Government of India, 1949).

(c) "Report on an enquiry into conditions of labour in the engineering of and minerals and metals industries in India" by B. P. Adarkar (Government of India) 1946.

(d) "The Indian Working Class" by Radhakamal Mukerjee (1945).

5. The above references 4(b) (c) and (d) may be referred to by your Committee directly but quotations are given below from 4(a) as it is so up-to-date and so directly connected with the subject.

Classification of workers into the categories,

Unskilled, semi-skilled, skilled, and highly skilled.

While classification of the workers into the different categories is of very great importance for the purpose of fixing basic pay and scales of pay for different categories of workers, there are at present very great difficulties in the way of attempting such a classification. In this connection we may refer to B. P. Adarkar's report (Labour Investigation Committee) at pages 4 and 5. Mr. Adarkar observes as follows :—"One of the biggest problems in the engineering industry, as well as in textiles, is the absence of uniform

terminology for the various occupations which it comprises. Terms like 'fitter', 'moulder', 'mistry', 'machineman', 'khalasi', etc., have scores of different connotations in different parts of the country and sometimes even in the same centre. Not only this but even if a man is called by one name, he may be doing the work appropriate to several other categories, and on the same day he may work in different processes in a concern

..... The representatives of engineering workers complained that owing to lack of standardisation of terms, it was possible for an employer to pay wages according to his inclination, and also to require workers engaged on one job to take up work rightly belonging to another category

It is clear that the question of standardisation of wages hinges upon a correct solution of the problem of standardisation of occupational nomenclature." It appears from the report of Mr. Adarkar that the Government of India once set up Committees for standardisation of occupational terms, fixation of standard basic wages, etc. But the work had to be suspended because of some difficulties. Mr. Adarkar observes that the problems should be tackled effectively, but to do this might take several years. The Main Report of the Labour Investigation Committee at page 368 has also stressed the importance of 'standardisation of occupational nomenclature and wages. Dr. Radhakamal Mukherjee in his book "The Indian Working Class" has also touched upon this question. At pages 68 and 69 he observes that all industries should effect a standardisation of categories and jobs to avoid disparity of remuneration for similar class of work. The Engineering Associations have given a chart showing how workmen described in the same terms are treated on widely different footings by different concerns. It will be sufficient to give a quotation for only one category, viz., fitter. Thus a workman known as *fitter* is placed in the categories and paid basic wages shown below by the various firms :—

Name of Firm.	Category.	Basic Wages.
1. Braithwaite, Burn and Jessop.	'A' Class skilled.	Rs. 32-8 to Rs. 65 per month.
2. Air Conditioning Corporation.	Semi-skilled.	Rs. 39 to Rs. 52 per month.
3. Asbestos Cement, Ltd.	Skilled.	Rs. 45-8 to Rs. 74-12 per month.
4. Lloyd's Engineering Works, Ltd.	Semi-skilled.	Rs. 45-8 to Rs. 56-14 per month.
5. Port Engineering Works (Workshop).	Highly-skilled.	Rs. 84-4 per month.
6. General Electric Co. Ltd.	Partly-skilled.	Rs. 42 to Rs. 49 per month.
7. Electric Lamp Manufacturers.	Semi-skilled.	Rs. 65 per month.
8. Burn & Co., Ltd.	Highly-skilled.	Rs. 53 to Rs. 85-8 approx.

Moreover in this Major Tribunal we are concerned not with one kind of Engineering Industry, but with many types of industry, e.g., iron and steel foundry, structural, mechanical, electrical and marine engineering, motor engineering, manufacture of machine tools and hardware utensils, and non-ferrous metal engineering and manufacture of non-ferrous metal utensils. It will be very difficult to standardise jobs and their nomenclature over so many different kinds of industry. In a single company it would be possible to make a rough and ready division of workers into the categories, unskilled, semi-skilled, skilled and highly skilled. But even if we were to confine our attention to one individual Company, differences of opinion would be likely to arise regarding classification of particular workers, which would be difficult for us to receive without the assistance of an expert assessor.

The Engineering Associations have consistently pressed the view that we should not, in view of the difficulties mentioned, attempt to make any classification of workers in different types of industries into the categories mentioned. The Unions have ultimately agreed that we should not attempt to make such classification, but they have pressed that we should recommend strongly to the Government that a Committee of Experts should be appointed to go into the question at an early date, and enquire into and report on the standardisation of occupational terms and classification of workers into the categories unskilled, semi-skilled, skilled and highly skilled. We accept this demand and we recommend to the Government that a Committee of Experts should be appointed at an early date to go into this question; and we make no attempt at classification of the workers of different industries into categories.

6. Reverting now to the subject of para. 1(b), we give as much information in the following pages as we can regarding the classification and definition of occupations in the engineering industry for your guidance. From the difficulties and pit falls shown up in the preceding paragraphs, however, it will be seen how dangerous it would be for the Committee, at this stage, not to attempt to standardise occupational nomenclature for Bombay.

We understand that in Calcutta the West Bengal Government approached the Calcutta branch of the I. E. A. to assist in the matter but so far the Committee formed for the purpose has made little or no headway.

7. Certain preliminary definitions taken from the United States dictionary of occupational titles and sent to the Association in Bombay by the I. L. O. Geneva.

(a) *Skilled occupations*—include craft and manual occupations that require predominantly a thorough and comprehensive knowledge of processes involved in the work, the exercise of a considerable independent judgment, usually a high degree of manual dexterity, and, in some cases, extensive responsibility for valuable product or equipment. Workers in these occupations usually become qualified by serving apprenticeship or completing extensive training periods. Foremen of manual and craft workers are also included with these occupations.

(b) *Semi-skilled occupations*—include manual occupations that are characterised by one, or a combination of parts of the following requirements; the exercise of manipulative ability of a high order, but limited to a fairly well defined work routine; major reliance, not so much upon the worker's judgment or dexterity, but upon vigilance and alertness, in situations in which lapses in performance would cause extensive damage to product or equipment; and the exercise of independent judgment to meet variables in the work situation, which is not based on wide knowledge of work field and with the nature and extent of the judgments limited either (a) by application over a relatively narrow task situation, or (b) by having important decisions made by others. These occupations may require the performance of part of a craft or skilled occupation, but usually to a relatively limited extent.

(c) *Unskilled occupations*—include manual occupations that involve the performance of simple duties that may be learned within a short period of time and that require the exercise of little or no independent judgment. Characteristically, such occupations do not require previous experience in the specific occupation in question, although a familiarity with the occupational environment may be necessary or very desirable. The occupations in the group vary from these involving a minimum physical exertion to those characterised by heavy physical work.

More simple alternative definitions.

(a) A *Skilled tradesman* is a workman who has completed a specified number of years' training in his trade under proper supervision and rules and is so skilled in the carrying out of a range of manual and/or machine operations that he is capable of carrying out his "trade" independently that is, without instruction or supervision.

(b) A *Semi-skilled workman* is a workman employed in an occupation which whilst requiring a certain amount of skill, is not a skilled trade although it may concern a portion of such and for which there is no laid down apprenticeship period. His work is limited to the performance of routine operations of limited scope.

(c) An *Unskilled workman* is a workman who is employed in any capacity other than as a skilled or semi-skilled workman, apprentice or learner.

A *Bound or Indentured Apprentice* is a pupil, who, having certain defined educational qualifications, is being trained for a fixed period in the various trades of his future profession as a mechanical or structural engineer or other specialised branch of engineering. The period in the mechanical and structural professions is five years and the maximum age for commencement is usually 18.

A *Trade Apprentice* is a workman employed for the purpose of learning a skilled trade for which there is a laid down period of apprenticeship. This period is five years in the mechanical, structural and foundry trades.

A *Learner* is a workman who is a learner to a semi-skilled occupation; the period of training may extend to a maximum of four years depending on the occupation and the progress of the individual.

8. The skilled trades usually recognised as such in the Engineering Industry in the U. K. are as follows, but it should be pointed out that this only embraces general mechanical and structural engineering work shops and not steel smelting works, etc.

Fitter (Fitting shop, etc.).

Turner (Machine shop).

Tool maker (Machine shop).

Template Maker (Structural Steelwork shops).

Plater (Structural Steelwork shops).

Boilermaker.

Welder (As this is a comparatively new occupation it is not widely recognised as a skilled trade).

Blacksmith.

Pattern Maker (Pattern Shop).

Joiner.

Moulder (Foundry).

Coremaker.

Electrician.

Mason.

Coppersmith.

9. Grouping of the main occupations in the Engineering Industry in Bombay under the three categories of skilled, semi-skilled and unskilled.

Skilled.

Machine Shop.

Turner.

Tool-maker.

Structural Steelwork Shop

Template Maker.

Plater.

Boilermaker.

Welder.

- Fitting Shop.*
Fitter.
- Smith Shop.*
Blacksmith.
- Pattern Shop.*
Pattern maker.
Jointer.
- Foundry.*
Moulder.
Coremaker.
- Maintenance.*
Electrician.
Mason.
Motor Mechanic.
- Semi-skilled.*
All Shops.
Machine Operator (or Machineman).
- Machine and Other Shops.*
Driller.
Shaper.
Slotter.
Miller.
Planer Etc.
- Structural Steelwork Shop.*
Riveter.
Marker.
Assembler.
Driller.
Holder-Up.
Painter.
Rivet Boy. Etc.
- Pattern Shop.*
Carpenter. Etc.
- Smith Shop.*
Power Hammer Operator Striker. Etc.
- Foundry.*
Cupolaman.
Moulding Machine Operator.
Fitter.
Examiner.
Coregirl. Etc.
- Maintenance.*
Crane Operator (or Craneman).
Bricklayer.
Beltman (or moochie).
Oilman. Etc.
- Unskilled.*
Coolies (Labourers.)



10. General Remarks.

It will have been noted that the occupations listed under 'Skilled' are not many in number. Few of the workers at present classified as being in these trades in engineering works in Bombay, however, are truly skilled.

Put briefly—whilst these are skilled trades most of the workers at present in these trades are semi-skilled.

In settling a minimum wage for these skilled trades it is necessary therefore to fix rates which will cover the weakest in the trades.

The more highly skilled or specialists will be paid extra on merit as it is to the employers' advantage to have the most skilled labour possible and the more skilled a tradesman is the higher is his market value.

11. *Definitions of work normally done in the above occupations.*

Skilled, Machine Shop.

Turner.—Fashions metal by applying cutting tool as metal revolves in lathe also sets up work, fixes and adjusts tools by means of clamps and screws in chuck, tool rest, etc., arranges gears to obtain most suitable cutting speed; controls lathe during turning by means of hand wheels and levers, able to read and use measuring instruments and work to a very fine degree of accuracy. The lathe or machine operator with little skill will not be able to do all the above whereas the turner will be able to do all the above and also operate tool room machines, boring section precision grinding machines, etc.

Tool Maker.—General term for skilled tool room workers who can operate tool room machines, borers, grinders, gear cutters, millers, planers and do fitting and turning precision work on tools such as lathe tools, drilling machine tools, milling machine tools, etc., and make jigs, etc., and in addition should understand grinding wheels, dressers, etc., and the various tool steels and carbide tools and be able to tip tool design, grind and set tools for various jobs.

Most tool room workers in India are only tool grinders and few have a very comprehensive knowledge of the tool makers trade which is skilled.

Structural Steelwork Shop.

Template Maker.—makes templates of metal, wood or suitable material according to drawings or samples supplied, for use in marking off plates and structural steel sections prior to them being drilled or cut and capable of layout and development of cylindrical and angular structures.

Plater.—is an all round skilled workman engaged in the manufacture of steel work who can make simple templates, layout from drawings and development work and mark and assemble steel materials from drawings and can operate such machines as are generally used in a structural steel shop for drilling, joggling, bending and cutting steel section.

Boiler Maker.—A workman skilled in the manufacture of and/or repairs to boilers, e.g., bending and flanging of plates, riveting and part of plates, fitting of tubes, testing, etc.

Welder.—A first class welder should be skilled in all classes of welding of steel, cast iron, cast steel, etc., by electric arc and by oxy-acetylene and also be able to cut all classes of metal. He should be able to weld when the job is in an horizontal, vertical or overhead position. He should be able to choose the correct electrode for the metal to be welded and should understand distortion of metals. (note—Most "welders" as present classified are only experienced in part of the above defined work and are consequently only partly or semi-skilled).

Fitting Shop.

Fitter.—A fitter's work varies a great deal according to the type of work done in the factory or workshop in which he works and also to the section to which he is attached in the factory or works.

A fitter may work on a vice bench using tools such as chisels, hammer, hacksaw, files, etc., on fairly simple work or he may dismantle, assemble or repair parts of a machine according to drawings and specifications or he may specialise in the production of gauges, dies or working from drawings to a high degree of accuracy.

Smith Shop.

Blacksmith.—A smith may be engaged on heating iron, steel, etc., in a small furnace or forge to a white heat and shaping it by hammering on an anvil or other metal block by using sundry tools, or he may work on heavy forgings using power operated machines or hammers, or he may specialise in the forming, hardening and tempering of springs, or he may specialise in working in angle and channel steel section, etc.

Pattern Shop.

Pattern Maker.—A workman who makes patterns, coreboxes, templates, etc., usually in wood, used by moulders in a foundry to form sand moulds from which castings are made. Makes patterns in two or more parts to facilitate removal from the sand, using hand and machine tools or makes patterns in brass, aluminium, cast iron, etc., for use of moulders or moulding machine operators in forming sand moulds, using hand and machine tools.

Joiner—makes with the aid of hand and machine tools, wooden articles such as cabinets, furniture, vehicle bodies, etc.

Foundry.

Moulder—makes moulds in sand, castings for moulds and closes the moulds in preparation for the pouring of metal into them.

Moulders are capable of making and closing all types of moulds in loam, dry sand, and green sand up to any weight.

Some moulders as presently classed are only partly skilled and are only capable of plain and easily cored castings in green and dry sand.

Others with little skill are only capable of moulding from plates with patterns attached and making of castings from block patterns with the aid of cores. Such moulding work can be done by semi-skilled labour.

Coremaker—makes cores of sand, etc., which are fixed in the mould before it is closed ready for pouring of molten metal. A skilled coremaker can make complicated cores and large loam and coresand cores used in the preparation of large and medium sized moulds. All other cores are made by semi-skilled labour.

Maintenance.

Electrician—may be one who can carry out repairs to electrical movers and equipment and who deals with high tension and low tension switch gear and is capable of erecting and connecting high tension and low tension switch gear, e.g., switch boards, cubicles, transformers, etc., and in addition has passed the P. W. D. Supervisor's examination and is in possession of the Certificate of Competency and Supervisor's Permit.

Or may be one who specialised in wiring and in stalls wiring in conduit steel tubes, lead sheath or other form of mechanical protection. Fixes switches by hand by screwing base into walls, using screw driver, pliers, hammer, etc. In addition should have passed P. W. D. second class Wireman's examination and be in possession of the Wireman's Certificate and permit.

Mason—cuts, shapes and dresses stone for use in buildings etc. Lays foundations for furnaces, boilers, machinery, etc.

Motor Mechanic.—Specialised fitter who erects, traces faults, overhauls and repairs motor vehicle engines and chasses, etc.

Semi-Skilled.—

All Shops.

Machine operator (or Machineman).—General term for worker who may do one or more of the following :—Operates power presses, automatic and semi-automatic machine, e.g., nibbling machines, shearing machine plate bending

machine, screwing machine, sewing machine, punching machine, capstan and turret lathes, does rough or plain turning work on lathes, simple drilling on drilling machines, tending and oiling Air Compressors, or pumps, operating overhead travelling Cranes, starting and stopping motors, etc.

Machine Shop.

Miller.—Sets up and operates universal, tool-room vertical or horizontal milling machines and in addition should be able to use measuring instruments, dial gauges, etc., and to set the machine to obtain correct cutting speeds and feeds.

Planer.—Operates planing machine which cuts shavings from metal articles to bring them to desired shape. Fixes gauges and tools in position making necessary adjustment, able to set the machine with correct cutting speeds and feeds and use micrometers, verniers, etc. Should have some understanding of work.

Driller.—Set up work with or without jigs and operates radial, vertical, multi-spindle and sensitive drilling machines for drilling holes in metal. Adjusts drills, controls power drive by levers and sets machines to obtain correct cutting speeds and feeds for various materials. Understands correct use of cutting lubricants.

Shaper.—Operates belt or motor driven shaping machine, which shapes metal articles to requirements. May or may not set the machine. Should be able to use micrometers, verniers, etc., and to set machine to obtain correct cutting speeds and feeds. Should have some understanding of distortion of work.

Slotter.—Sets up and operates slotting machine which cuts slots in metal or slots off portions of metal. Should be able to use micrometers, verniers etc., and to set machine to obtain correct cutting speeds and feeds.

Structural Steelwork Shop.

Riveter.—Makes rivet (usually red hot but sometimes cold) fast into position by hitting it repeatedly and rapidly on end with a hand hammer (or a power driven riveting machine) in order to spread or 'mushroom' the rivet end, and so lock it tight in the hole through two or more plates. He is assisted by the holder-up. He should also be able to caulk and chip and grind by hand or with power tools.

Holder-Up.—Inserts the rivet (usually hot) with tongs into the rivet hold and presses a heavy hammer or 'dolly' against rivet head whilst the other end of the rivet is being hammered by the riveter.

Holder-up may later be promoted to the occupation of riveter.

Rivet Boy.—Heats rivets to required temperature for riveting in portable or fixed fire hearth and carries or passes them by means of tongs to the riveter.

They usually step up after a year or two to the occupation of holder-up.

Marker.—Marks off steel material for cutting, drilling, etc., from templates supplied or from detailed drawings.

Assembler.—Assembles and bolts together castings, fittings, steel work, etc. either to make it ready for riveting or welding or as general assembly process under the direction of a supervisor. May or may not be able to read a drawing.

Drillers.—Operates drilling machine for drilling holes in casting, forgings, steel sections, plates etc. Work requires no setting up by the driller and no great skill is required to do the work which an intelligent labourer can learn in a short time.

Painter.—Paints steel work with a brush or spray gun. Labourers used as no skill required.

Smith Shop.

Power Hammer Operator.—On signal from smith moves lever which operates the power hammer, causing the hammer to rise and descent on forging or foreging tool held by smith, thus shaping it is required.

This job is usually done by boys. A few weeks is sufficient to train a lad.

Striker.—Assists backsmith by striker with sledge hammer hot metal or forging tool held by smith with tongs in accordance with smiths' instructions.

Pattern Shop :

Carpenter.—A workman capable of carrying out a certain type or certain types of wood work but not up to the standard of a joiner.

Foundry.—

Cupolaman.—Workmen operating and charging the cupola, a furnace in which pigiron scrap, etc., are melted ready for casting. They also carry out minor repairs to the lining of the cupols. They work under the direction of a superior and their work is practically unskilled. In some foundry the cupolman may have more responsibilities than in others.

Moulding Machine Operator.—One who prepares and moulds from a pattern plate fitted to a machine and operates the machine which is either hand or power driven. Should be capable of operating all the various types of moulding machines without supervision also set up any machine for any kind of pattern plates and prepare, core and close the moulds ready for casting.

Fettler or Chipper.—Removes adherent sand from castings and chips off irregularities on metal surface of castings. Uses hand tools and pneumatic chipping hammers and chisels, hammer, brush, scraper, crowbar, grinding wheels, etc.

Unskilled labour can learn this work in a short time.

Examiner (or Viewer).—examines small machine moulded castings before and after fettling to ascertain if they are correct to size and that they have no surface defects. They are unable to read drawings and unskilled labour can be soon taught the simple work involved.

Coregirl.—Makes repetition and other simple cores.

Maintenance.—

Crane Operator (Craneman).—Operates overhead electric travelling crane for use in lifting and moving articles in the shops. Controls are easy to learn and manage and other work only consists of greasing and oiling moving parts and reporting defects to maintenance supervisor for attention. Usually recruited from labourer (coolie) type.

Bricklayer.—Lays Bricks in time or cement mortar so that wall, etc., is tied well together and in such a way as to avoid continuous vertical joints. Work to be done in engineering works is usually very simple.

Beltman (mocchie).—Fixes and adjusts driving belts to pulleys; maintains belts in proper condition, e.g., removing slack or worn or torn portion; Fastens ends of belts together by lacing or mechanical fastners, etc.

Oilman.—Fills lubricating cups and working parts of machinery with oil from an oilcan. Cleans and greases working parts with cotton waste.

12. Further names applied to occupations in the engineering industry which may be taken as included in the above are listed below for the purposes of information only.

	Further Names for occupations.	Classification in above Definitions.
<i>Structural Shop</i> ...	Driller Helper	... Coolie.
	Joggler	... Machine Operator.
	Machineman	... Machine Operator.
	Rivet Heater	... Rivet Boy.
	Sawyer (Metal)	... Machine Operator.
<i>Smith Shop</i> ...	Dye Sinkers	... Fitter.
	Dye maker	... Fitter.
	Die Setter	... Fitter.
	Forger (Dye)	... Blacksmith.
	Hammerman (Power Hammer).	... Power Hammer Operator.
<i>Foundry</i> ...	Leverman	... Fitter.
	Caster	... Coolie.
	Chipper	... Fitter.
	Iron Breaker	... Coolie.
	Ledleman	... Coolie.
	Rammer	... Coolie.
	Sand Blaster	... Machine Operator.
	Stoverman	... Coolie.
	Moulding Machine Boy	... Learner.
	Viewer	... Examiner.
	Checker	... Examiner.
	Passer	... Examiner.
<i>Pattern Shop</i> ...	Sawyer	... Machine Operator.
<i>Machine Shop</i> ...	Driller Helper	... Coolie.
	Grinder	... Turner (if the grinding machine is a precision machine).
	Capstan lathe Operator	... Machine Operator.
	Turret Operator	... Machine Operator.
	Machine Setter	... Turner or other machine shop skilled tradesman.
	Marker off	... Fitter.
	Surface Tableman	... Fitter.
	Marker Out	... Fitter.
<i>Maintenance</i> ...	Marker (Machine Shop).	Fitter.
	Millwright	... Fitter.
	Car Cleaner	... Coolie (or labourer).
	Sweeper	... Coolie (or labourer).
	Fireman (boiler)	... Coolie (or labourer).

13. Standardisation of Wages.

It will be useful to consider a further section of the West Bengal Award for the Engineering Industry of 1948.

For the unskilled worker, therefore, we fix the minimum basic wage at Rs. 30 per month or Rs. 1-2-6 per day.

Next there is the question of minimum basic pay for the semi-skilled, skilled and highly skilled workers. The Belur Iron and Steel Workers' Union has demanded the following basic pay for these categories of workers :—

Semi-skilled	...	...	Rs. 60 per month.
Skilled	...	...	Rs. 80 per month.
High skilled	...	...	Rs. 100 per month.

The other Unions have placed more or less similar demands. The minimum pay claimed for the semi-skilled worker is thus 50 per cent. higher than that for the unskilled worker, while the minimum pay claimed for the skilled worker is double of that claimed for the unskilled. The Engineering Associations have stoutly contended that the minimum pay for the semi-skilled and the skilled worker cannot be fixed in that way, and they have referred to the following observations in the Central Pay Commission's Report at Page 125 :—
 "Different proportions have been suggested as rough standards for differentiating between the workers of the different grades. Some have suggested that the semi-skilled workers must have a remuneration 20 to 50 per cent. above that of the unskilled workers and that skilled workers should be paid twice to thrice the remuneration of the unskilled worker. We are not persuaded that it will be possible or desirable to adopt any such fixed proportion."

The minimum pay for the semi-skilled, skilled and highly skilled workmen cannot be fixed in any fixed proportion of the pay of the unskilled worker, because we are dealing with a large number of different types of industries, and the relative value of the different categories of workers must vary from industry to industry according to the degree of technical skill required of the different workers of the particular industry and also to a certain extent on the nature of the finished product of that industry. The Central Pay Commission fixed different minimums for the skilled workers for different industries or Government Departments doing industrial work. For the Mint workers, the minimum pays recommended for the semi-skilled, skilled and highly skilled worker are respectively Rs. 35, Rs. 40 and Rs. 90 (Page 170 of the report). For workers of the Central Public Works Department the minimum pays recommended for these categories are respectively Rs. 35, Rs. 60 and Rs. 120 (Page 309 of the report). For Government Railway Workshops, the minimum pays fixed for these categories are respectively Rs. 35, Rs. 55, and Rs. 90.

Another objection is that even if a minimum pay were fixed for these categories, there would be difficulty in applying minimum in practice. There is no standardisation of occupational descriptions at present, whether in the engineering or in any other industry. A man described in the same way, e.g., as a fitter or a turner, may be doing work requiring widely varying degrees of technical skill and may be placed in different categories—semi-skilled, skilled or highly skilled—in different firms, these firms would naturally apply different minimums to the men described in the same way. This might lead to fresh disputes between the employers and the employees. If all the jobs in the firms subject to this award could be classified by this tribunal into the categories, the difficulty could be solved; but as explained subsequently when dealing with issue No. 3, this tribunal is not in a position to undertake that task and must leave it to be done by a committee of experts.

Further, a job described in the same way may fall in several categories even in the same firm. A fitter or a turner may begin on a daily pay of Rs. 1-4-0, when he is a semi-skilled worker, and he may gradually rise to higher grades till he draws a daily pay of Rs. 3-8-0, when he is a skilled or highly skilled worker. The line at which he ceases to be semi-skilled and becomes a skilled worker must depend in the last resort upon trade tests, but recognised trade tests are not yet in general use in this country, and it is not possible that the tribunal should define the line of demarcation. So if

we were to fix the minimum daily wage of the skilled worker at Rs. 2-2-0, for instance, the employer might say that the fitter or the turner remains a semi-skilled worker until he reaches the stage at which the employer allows him Rs. 2-2-0 per day, and thus the fixation of the minimum pay for the skilled category would bring no benefit to the worker. It is true that in a few industrial establishments the jobs are classified into the categories—semi-skilled, skilled and highly skilled; but in the majority they are not so classified. The Central Pay Commission has suggested (Page 125) that each important industrial establishment might constitute a Board of three of its officers to determine the class in which each worker might be placed. This would be a proper step if we were required to fix the minimum pay for single industrial establishment. In order to be able to fix a minimum pay for an engineering industry as a whole, we must first have a standardisation of job descriptions and classification of jobs over the whole field covered by the various types of engineering industry.

The difficulties detailed above have been stressed by the Engineering Association in support of their contention that we should not attempt to fix the minimum basic pay for the categories—semi-skilled, skilled and highly skilled—and that we should be content to fix the minimum basic wage for the unskilled worker, i.e., the minimum living wage. It is urged that in countries like Australia, wage boards fix only one minimum wage and do not attempt to fix the minimum which should be allowed to the skilled workmen; this is left to be fixed by the industry according to the law of supply and demand.

The Unions have urged however that in countries like Australia, the Unions are in a strong position and can easily ensure that the skilled men get sufficient wages, but that in India the Unions of workmen have not yet attained that strength. They have given instances to show that in many firms the semi-skilled worker is given the same wage as the unskilled worker, or a wage which is only a shade higher. Instances of low pay given to skilled workers in some firms have also been given. So far as the semi-skilled worker is concerned as distinguished from the skilled and the highly skilled worker, we think that it is possible to fix his minimum pay. The difficulties we have detailed in the preceding paragraphs apply chiefly to the skilled and the highly skilled categories; thus it is difficult to draw the line between the skilled and the semi-skilled and between the highly skilled and the skilled; and the technical skill required of the skilled and the highly skilled differ from one kind of establishment to another. So far as the semi-skilled workers are concerned, there is no marked difference between them from firm to firm. Thus the Central Pay Commission has recommended the same minimum basic pay of Rs. 35 per month for semi-skilled workers of different establishments, in the illustrations already given and in other cases. Moreover, between the unskilled worker on the one hand, and the semi-skilled, skilled and highly skilled on the other, there is a well-recognised distinction. Persons of whom only physical or manual labour, not requiring any intelligence, training or experience is expected, may be classed as unskilled labour; while any person working on or with the aid of machine does not belong to the unskilled class; (Central Pay Commission's Report, Page 124). There may be jobs performed without the aid of a machine but which require intelligence and training; such jobs would no doubt belong to the skilled or semi-skilled class. But without attempting a more precise definition, we may observe that the distinction between an unskilled worker and a worker of the skilled class is one which every one appreciates. The semi-skilled class, and hence there can be no objection to the fixing of the minimum pay of the semi-skilled worker may be considered to occupy the lowest rung of the skilled class, and hence there can be no objection to the fixing of the minimum pay of the semi-skilled workers. The skilled and the highly skilled workers are generally in such demand that they may be left to take care of themselves to some extent; but the semi-skilled worker cannot, if left to himself, obtain reasonable terms from

his employer; several firms pay him the same wage as they pay to the unskilled worker. We consider it desirable therefore to fix the minimum basic wage of the semi-skilled worker. We accept the recommendation of the Central Pay Commission as to the minimum basic wage of the semi-skilled worker as fair. Accordingly we fix the minimum basic wage of the semi-skilled worker as Rs. 35 per month, or Rs. 1-5-6 per day in the case of the daily rated workers.

The Labour Unions have urged that if we do not fix the minimum basic pay of the skilled and the highly skilled workers, we should direct proportionate increase of pay for such workers. It is however not possible to give any such direction. It may be that in a particular firm the total present remuneration of an unskilled worker is Rs. 26 per month; in his case our award will raise the remuneration to more than double. But it does not follow that the skilled or the highly skilled worker is also being paid so low in that firm as to require that his pay too should be more than doubled. For a similar reason the alternative suggestion that there should be flat increase in the pay of the skilled and the unskilled worker of each firm by the amount by which the pay of the unskilled worker is raised in that firm, does not also commend itself to us. We can only direct that suitable increase should be given in the pay of the skilled and the highly skilled workers by the employers in view of the increase in the pay of the unskilled or semi-skilled workers, in consultation with the workers concerned, just after the publication of the award of this the workers concerned, just after the publication of the award of this tribunal. In the last resort, the pay of the skilled and the highly skilled workers may be fixed by adjudication after some standardisation of occupational descriptions has been made and some progress towards the classification of workers into different categories has been achieved.

Next, there is the question of scales of pay for workers of various categories. The Labour Unions have suggested scales of pay for workers of all categories. The Belur Iron and Steel Workers Union has, following the report of the Central Pay Commission, suggested several scales (more liberal than the Pay Commission's scales) for each category. But for the skilled and highly skilled categories, since we are not fixing the minimum basic pay, the question of fixing scales of pay does not arise. The Engineering Associations have strongly opposed our fixing scales of pay even for the semi-skilled and unskilled workers. They have stated that a system of periodic increment of pay is not usual in the engineering industry. Reference has been made to an observation contained in Mr. Nanavati's award in the dispute between the Bombay Electric Corporation and its workers, that automatic increase of pay with length of service is not suited to industry—Dr. Radhakamal Mukherjee in his book "Indian Working Class", page 67, mentions that even in other countries, the principle of a fixed rate for a fixed job obtained. At page 69 of his book he pictures the ideal conditions, *viz.*, a graded scale for each job, with initial and maximum wage rates, providing for periodical increments for a short period. He observes however that this ideal can be reached only after jobs have been standardised and classified.

We must find that the time has not come yet to translate the ideal into practice. In the case of the semi-skilled workers, though we have fixed the minimum basic pay, we do not consider it possible to fix a scale of pay or even several scales of pay. There is a large variety of semi-skilled jobs in the different industries. We have no means of assessing the money value of the jobs; and no complete picture of the existing pay scales of workers of this category is before us. It is no use laying down certain scales of pay in the abstract as ideal without relating them to existing facts. Regarding unskilled workers, we may refer to the observation of the Central Pay Commission at Pages 37-38 of its report—"If the kind of work on which an unskilled employee starts is such that by working at it for a number of years he improves in efficiency and in the nature and quality of his work, the proper thing will be to promote

him to a higher scale in due course as a semi-skilled and skilled worker. If on the other hand, the work is of a kind which does not improve in quality by lapse of time, e.g., crude labour or mere attendance, there will be no justification from the public point of view for paying much higher wages for such work. The granting of increments has a two-fold significance, one from the point of view for paying much higher wages for such work. The granting of increments has a two-fold significance, one from the point of view of the employee, namely, as he grows in age he has greater responsibilities to meet and another from the employer's point of view, namely, that even when a man continues in the same grade, his work improves in quality and his efficiency also increases as the result of his experience. In the illustration last given, the second ground is absent." We should add that even the first ground is not a strong ground for justifying a time scale for the unskilled worker, for in his case we provide from the beginning a living wage for a family equivalent to three adult units. The fact that we have been induced by considerations of the prevailing wage rate and the capacity of the industry to pay, to fix a lower minimum wage than we might otherwise have done, is no doubt an argument in favour of a short time scale. But since we are not fixing a time scale for the semi-skilled category or any other category of factory worker, we feel that it would be incongruous to fix a time scale for the unskilled worker. In most of the engineering industries in India, many grades of pay at short intervals are provided, and a worker is promoted from one grade to another as and when he improves in skill and efficiency. This system should be retained for the present. We would recommend also that between Rs. 1-2-6, the minimum daily wage fixed for the unskilled worker and Rs. 1-5-6, the minimum daily wage fixed for the semi-skilled worker, two grades of pay at Rs. 1-3-6 and Rs. 1-4-6 should be introduced, and these grades should go by promotion to unskilled workers who may show efficiency. We should make it clear however that a semi-skilled worker should not be put in any grade below Rs. 1-5-6 per day, even when he is on probation.

14. Dearness Allowance.

Next must be considered the amount of Dearness Allowance paid. It would not be correct to decide on basic wage rates without taking the amount of Dearness Allowance paid into consideration. This might not be so if the Dearness Allowance was standard all over the country but it is not so.

The West Bengal Award is quoted again as follows :—

"All the Unions have claimed the minimum dearness allowance of Rs. 45 per month. We have indicated already when dealing with issue No. 1 that for the lowest paid worker, we do not propose to go higher than Rs. 25 per month. It is, however, necessary that the arguments of the Unions and the reasons for our decision should be noted briefly. We have also to consider the dearness allowance for workers above the minimum pay. The Unions contend that dearness allowance should be adjusted from time to time according to the cost of living Index and they have urged that since January 1947 when the Central Pay Commission fixed their scales of basic pay and dearness allowance, the cost of living index has gone up by 80 points, being about 340 against 260 at the time of the Central Pay Commission's recommendations, and therefore on the basis of the Central Pay Commission's report itself, the workers are entitled to the extra dearness allowance of Rs. 5 for every 20 points' rise, i.e., Rs. 25 plus Rs. 20 or Rs. 45 which is the amount claimed by the Union. It does not however, appear that the cost of living index for the working classes in the Calcutta area and its suburbs has gone up by 80 points since January 1947. From the labour Commissioner's Office it appears that the cost of living index for the working classes for Calcutta industrial area in March 1948 was 311. This index was 298 in February after having risen to 328 in December 1947. He may, therefore, reasonably take 310 as the cost of living index at the present time. Further the Central Pay Commission made its recommendation at a time when the cost of living index was 285, and not 260.

This is clear by a reference to the correspondence quoted in Appendix G of the report of the Central Pay Commission. Thus the cost of living index has risen only by 25 points, which might justify a rise in the dearness allowance by Rs. 5. Thus the dearness allowance for the lowest paid worker might be fixed at Rs. 30 per month. But the ability of the industry to bear the burden has also to be considered. When dealing with issue No. 1, it has been sufficiently pointed out that if the total remuneration is fixed at a point substantially higher than the prevailing rate of wages in the industry, there is likely to be dislocation of the industry by the marginal firms going out of existence and this will increase unemployment and therefore increase the suffering of the working class.

For the Unions it has been urged that many of the Companies are actually paying Rs. 30 or more as dearness allowance and some are paying even Rs. 37 or more per month, as would appear from the statement of basic wages and dearness allowance filed for 94 Companies by the two Engineering Associations. Reference has also been made by the Unions to the Bengal Chamber of Commerce Circular on dearness allowance. The Bengal Chamber of Commerce recommended that dearness allowance for clerical and other staff be regulated by the following table :—

Dearness allowance to clerical staff.

Rs. 249 and under :

Index.	180 and below	181 to 190	191 to 200	201 to 210	211 to 220	221 to 230	231 to 240	241 to 250	251 to 260	261 to 270	271 to 280	281 to 290	291 to 300	301 to 310
Monthly on first Rs. 100 of salary.	Nd	5%	10%	15%	20%	25%	30%	35%	40%	45%	50%	55%	60%	65%
subject to mini- mum of.	Rs.	4	7	10	13	16	19	22	25	28	31	34	37	40
plus monthly on 2nd Rs. 100.		2½%	5%	7½%	10%	12½%	15%	17½%	20%	22½%	25%	27½%	30%	32½%
plus monthly on the remainder of salary.		1%	2½%	4%	5%	6%	7½%	9%	10%	11%	12½%	14%	15%	16½%

It will be seen that for the cost of living index up to 260, the minimum dearness allowance recommended is Rs. 25, but for cost of living index between 291 and 300, the minimum dearness allowance recommended is Rs. 37 and the cost of living index is between 300 and 310, the minimum dearness allowance recommended is Rs. 40 at that stage, viz., for the living index from 301 to 310 the Chamber of Commerce recommends 65 per cent. on the first Rs. 100 of salary, 32½ per cent. on the second Rs. 100 and 16½ per cent. on the remainder of the salary.

It is true that many of the members of the Chamber of Commerce are giving Dearness Allowance to their clerical staff on this scale, but this scale appears to us to be unduly liberal for the higher index group. It proceeds under the misapprehension of the Central Pay Commission's report that the minimum dearness allowance of Rs. 25 was recommended for the living index of 285. Accordingly we do not think it necessary to accept the Bengal Chamber of Commerce's Circular as to the rates of dearness allowance. Moreover it is not a circular intended to be applied to the workmen of the factories and the industry in our opinion, would simply be unable to bear the burden of such a scale of dearness allowance. If we were dealing with the more prosperous firms only, we might adopt the minimum dearness allowance of Rs. 30 per

month, but in view of the fact that 18 firms are paying a total remuneration ranging from Rs. 25 to Rs. 40 and 29 other firms are paying a total remuneration ranging from Rs. 40 to Rs. 50, we consider that by fixing a total remuneration at Rs. 60 per month for the unskilled worker we would be putting such a heavy burden on the industry, as would compel the less prosperous firms to go out of existence, thus increasing unemployment. We therefore decide to fix the total remuneration at Rs. 55 per month, keeping the minimum dearness allowance at Rs. 25 per month.

We consider, however, that there should not be a flat rate of dearness allowance for all categories of workmen, even in the factories. People drawing a higher basic pay are entitled to a comparatively higher dearness allowance to compensate them partly for the rise in the cost of living. Moreover by giving a graduated scale of dearness allowance, we would be giving a substantial relief to the employees getting more than the minimum fixed, whose pay we are not directly increasing. But we think that Rs. 50 per month should be the maximum dearness allowance paid. Accordingly we recommend dearness allowance at the following scale :—

Pay Range.	Dearness Allowance.
Upto Rs. 50 to 51	Rs. 25
From Rs. 51 to Rs. 100	Rs. 35
" Rs. 101 to Rs. 150	Rs. 40
" Rs. 151 to Rs. 200	Rs. 45
" Rs. 201 and above	Rs. 50

This scale of dearness allowance will apply to all categories of workers, viz., factory workmen, clerical staff, supervisory staff, and subordinate staff."

In Bombay in some of the major Engineering Companies, the following scales are in use :—

"In view of the further temporary rise in cost of living in Bombay the Firm have decided to grant as from 1st March 1948 a Dearness Allowance to Operatives and Chargehands on the following basis which will be followed until further notice—

The Allowance paid to each individual will be on the basis of either scale 'A' or scale 'B' whichever is the higher.

Government's Official Cost of Living Index Figure for Bombay.	Scale 'A'.	Scale 'B'.
	Dearness Allowance as a flat rate per working day.	Dearness Allowance as a percentage on daily rate of pay per working day.
	Pies.	%
106	1.9	3
107	3.8	3
108	7.6	4
etc.,		etc.,
300	370.5	100
301	372.4	100
302	374.3	101
303	376.2	101
304	378.1	102
305	380.0	102
306	381.9	103
307	383.8	103
308	385.7	104
309	387.6	104
310	389.5	105
311	391.4	105
312	393.3	106
313	395.2	106
314	397.1	107
315	399.0	107

From the above it will be seen that in Bombay in the companies with the above scales a worker receiving under Rs. 2 per day basic pay will receive dearness allowance at the flat rate and one on Rs. 2 and over basic pay per day will receive dearness allowance at the percentage rate, e.g., with a cost of living index figure of 310 the flat rate is 389.5 pies or Rs. 2 per day and the percentage rate is 105 per cent. Thus a worker under 2-basic will receive 2-in dearness Allowance and a worker on pay Rs. 2-8-0 basic will receive Rs. 2-10-0 in dearness allowance.

The following table will show the comparison between Bombay and Calcutta.

			Basic wage per day.	Dearness Allowance per day.	Total.
Bombay	...	...	under 2/-	2/-	4/-
Calcutta	...	...	under 2/-	Approx. 1/- (25 per month).	3/-
Bombay	...	...	above 2/- and upto 4	2/2 to 4/3	4/2 to 8/3
Calcutta	...	...	above 2 and upto 4/-	Approx. 1/6 (35 per month).	3/6 to 5/6

Thus *unskilled* labour in Calcutta received a minimum of basic 1-2-6 plus dearness allowance 1-(approx.) 2-2-0 per day compared with in Bombay, according to the July 1949 Award, basic 1-2-6 plus dearness allowance (at 310 cost of living index figure) 2-3-6 i.e., roughly 50 per cent. more in cash in Bombay than in Calcutta and for higher grade the comparison is approximately the same, e.g., a worker on 4 basic in Calcutta received 1-6-0 dearness allowance or a total of 5-6-0 in Bombay on 4 basic he received 4-3-0 (approx.) dearness allowance or a total of 8-3-0.

So in fixing a minimum basic rate for semi-skilled it will be obvious that the Calcutta rate of Rs. 35 or Rs. 1-5-6 per day is too high for Bombay because in Bombay he will receive Rs. 2 Dearness Allowance against only Re. 1 approx. Dearness allowance in Calcutta.

The minimum basic in Bombay in the larger companies for skilled labour is Rs. 1-12-0 per day which with Dearness Allowance of Rs. 2 gives a cash total of Rs. 3-12-0. There are no figures for a minimum basic rate for skilled labour in Calcutta as the Tribunal last year would not deal with this (see page 12 of this letter) but from general information at the disposal of the Association it is recommended that the above Bombay minimum for skilled labour is not interfered with especially in view of the high Dearness Allowance otherwise Bombay would be still worse off when competing with Calcutta than it is now.

15. *Service Increments*.—Adjudications in Bombay have been inclined to award basic wage rates with annual or bi-annual service increments. This is not done in any other country. Flat minimum standard rates are almost universally used and if any employer wants to pay more he does so on merit. As has been said earlier the more highly skilled the workman the more value he is to the employer and the more the latter is willing to pay for him. The giving of service increments is quite wrong in principle. A worker should receive the highest minimum pay the industry can afford but anything he received more than that should depend on his skill and output and not on his length of service.

With the low output of the worker in India which is mentioned in the I. L. O. reports received by the Association even the present minimum wages are high and to award service increments which do not depend on increased production or merit will only make the position in competition worse and so drive work away from Bombay and in the end do the workers an ill turn and not a good turn, by causing them to be thrown out of employment and in addition will give no incentive for improvement in skill.

Minimum wages may be fixed but all increases above those should depend on merit and increased output and not on service.

16. *Grading in skilled trades.*—The grading of workers in a skilled trade would be done by standardising trade tests for each grade and examining each worker to see which grade he should be placed in.

There is no grading practised in the U. K. When a trade apprentice has served his five years apprenticeship to a skilled trade and can show his papers to prove it he is accepted as a skilled tradesman who is entitled to the minimum wage rate in that trade. Any extra wage he may obtain above that minimum will depend on his own merit, i.e., his skill and output and this is found out by employers by trial and error.

Next there are no standard trade tests in India or elsewhere. There are trade tests which are used by some companies and some which have been used by the national Service Labour Tribunal but these are not suitable for labour in all engineering factories as the requirements of work, as will be noted from previous statements in this letter, vary so much.

Apart from the above technical objections there are strong objections to it on the part of labour.

For the present it is, therefore, recommended that grading is not made compulsory.

17. *Recommendations of the Association.*

Summing up, the following are the recommendations of the I.E.A., Bombay :—

1. Due to the almost insurmountable difficulties in the way of the standardisation of occupational terms, it is recommended that your Committee should not attempt this task at the present stage of development in the trades (labour) union movement in India.

2. Taking the minimum basic daily rate of an unskilled worker at Rs. 1-2-6 per day of 8 hours or 28 pies per hour it is recommended that the minimum basic wage rate for semi-skilled labour be fixed at something less than the Calcutta figure of Rs. 35 per month of 26 working days, i.e., below Rs. 1-5-7 per day of 8 hours or below 32 pies per hour, especially considering the high Dearness Allowance paid in Bombay, e.g., to those workers it is Rs. 2 per day at present or 48 pies per hour.

3. That the minimum basic rate of Rs. 1-12-0 per day of 8 hours for skilled labour at present pertaining in the larger engineering works in Bombay is not increased again especially in view of the high Dearness Allowance paid in these factories.

4. That service increments are not given and that all increments over the minimum are based on merit, i.e., skill and output.

5. That grading is not made compulsory.

6. It is recommended that having fixed the wage minimum the Committee allow employers to classify their workers leaving out all such names as "helpers" and "assistants" to occupations.

Yours Faithfully,
(Signed).....

STATEMENT


STANDARDIZATION COMMITTEE

STANDARDIZED WAGES PARTICULARLY IN RESPECT

ALCOCK ASHDOWN & CO. LTD.,

MAZAGAON DOCK LTD., AND CROMP-

MACHINE &
FITTING SHOPS.

Standard Occupational term (Recommended)	Occupational terms in General use.	Concern (s) in which the Occupation is referred to by the Parties.	Class III.		
			Grade D Rs /MT32/8-13As -40/10. Rs/Day 1 1/4- An.-1/9.	C 35/12-1/10-52/- 1/6-1 Anna-2/-	43/14-1/10-52/ 1/11-1 Anna 2/-
Fitters	.. Fitters ..	.. A ; R, M, C,	....	Workers assisting Class III-A work- men using tools in ordinary use by fitters.	....
					
Machinists	.. Turners, .. Markers, .. Planers, .. Millers, .. Shapers, .. Slotters .. Drillers, .. Boring Machine Operators, Electric Turners : etc.	.. A, R, M, C, A, R, C, A, R, A, R, C, A, R, A, R, C, A, R, M, .. A. M.	..	Helpers assisting Cl. IIIA workmen and/or engaged on doing simple re- petition work.	....
Beltmen	.. Beltmen ..	.. A, R			
Oilmen	.. Oilmen ..	.. A, R, M	.. Oilmen.		
Blower Men	.. Blowermen	.. M	..	Blowermen.	
Firemen	.. Firemen .. M. W. Steam lorry Firemen.	.. M M		Firemen, M. W. Steam Lorry Firemen.	
Boiler Atten- dants.	Boiler Attendants	.. M			
Driver	.. Motor/Fire Drivers;	Engine M		Motor Fire Engine Dri- vers.	
	M. W. Steam lorry Drivers;	M			
	Mobile Crane Drivers;	..			
	Steam Crane Drivers.	..			

No. I

(ENGINEERING) BOMBAY.

OF SIMILAR OCCUPATIONS IN THE FOUR CONCERNS.

RICHARDSON & CRUDDAS LTD.,

TON PARKINSON (WORKS) LTD.

A represents Alcock Ashdown & Co. Ltd.,
 R represents Richardson & Cruddas Ltd.,
 M represents Mazagaon Dock Ltd.,
 C represents Crompton Parkinson (Works) Ltd.

Class II.				Class I.	
A	B	A	B	A	B
52/-3/4-65/-	65/-4/1-97/8-	65/-4/1-97/8- 6/8-117/-	E. R. ---	117/-8/2- 119/8	117/-9/12-125/4
2/-2 Annas-2/8 ..	2/8-2 1/2 As. -3/12	2/8-2 1/2 As.-3/12-E.D. -4 As.-4/8		4/8-5 As- 5/12	4/8-6 As.-7/2
<p>Fitters using all tools in ordinary use by fitters and capable of grinding and sharpening such tools as scrapers, chisels and drills; and engaged on simple dismantling, overhauling, assembling, erecting and aligning work under the instructions of Class II fitters; working in some cases to simple sketches and with simple measuring instruments such as limit gauges, calipers and scales.</p> <p>....</p> <p>Skilled fitters having a good knowledge of dismantling, overhauling, assembling and erecting etc., the type of machinery and/or equipment they are engaged on; working independently, with speed and accuracy, under the general direction of Class I fitters; and who are capable of reading simple drawings and work where necessary, to simple drawings and sketches; using more intricate measuring instruments required in the operations they are engaged on.</p> <p>'Specialists'</p> <p>Highly skilled fitters capable of fitting, dismantling, assembling and erecting machinery and/or equipment of the type they are engaged on, in a thoroughly skilled and expeditious manner and who are capable of turning out work with the highest degree of precision and accuracy; making dimensioned sketches, reading working drawings and estimating quantities; also of using all types of measuring instruments employed in their trade and who control and direct skilled operatives in their work.</p>					
<p>Workers operating machine-tools, marking etc., under the instructions of Class II men and required to turn out jobs with a fair degree of accuracy, working to simple sketches or samples and with simple measuring instruments such as limit gauges, calipers and scales.</p> <p>....</p> <p>Skilled workers familiar with and operating independently and expeditiously under the general direction of Class I operators, machine-tools etc. of the type they are engaged on and turning out precision and/or accurate work; reading, drawing and sketches; using more intricate measuring instruments required in the operation they are engaged on. Markers would also be included in this Class.</p> <p>'Specialists'</p> <p>Highly skilled workers familiar with and operating efficiently all machines pertaining to their trade and capable of turning out work with the highest degree of precision and/or accuracy; also capable of making dimensioned sketches, reading, working, drawings and estimating quantities; and who control and direct skilled operatives in their work.</p>					
<p>Boiler Attendants who hold 2nd Class Certificates.</p> <p>....</p> <p>Boiler Attendants who hold 1st class certificates (Higher starting pay of Rs. 81/4 may be given).</p> <p>Skilled Drivers of Heavy vehicles, M. W. Steam Lorry Drivers etc. (Higher starting pay of Rs. 81/4 may be given).</p>					

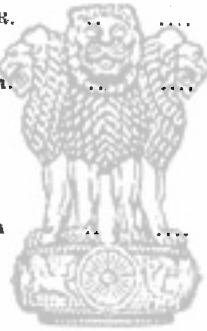
STATEMENT

STANDARDIZATION COMMITTEE

STANDARDIZED WAGES PARTICULARLY IN RESPECT

SMITH SHOP

Standard Occupational Term (Recommended)	Occupational Terms in General Use	Concern (a) in which the Occupation is referred to by the Parties.	Class-III		
			Grade D Rs/Mt 32/8-13 As-40/10 Rs./ Day 1/4-1 Anna-1/0.	C 35/12/-1/10-52/- 1/6-1-Anna-2/-	B 42/14-1/10/- 52-1/11-1 Anna-2/-
Blacksmiths	Blacksmiths	.. A, B, M	.. Strikers	.. Helpers assisting.	Hammermen Mukadams
	Hammerman-Mukadam	M	.. Hammermen	.. Class III-A workmen and/or engaged on simple repetition work.	
	Strikers	.. A, R	..		
	Hammermen	.. M			
Power Hammer Operators.	Steam Hammermen.	A, R.	....	Steam Hammermen	Large Power Hammer Operators.
	Power Hammer Operators.	R.	Power Hammer Operators.	
	Large Power Hammer Operators.	M.
Die-Sinkers	Die-Sinkers	.. A



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No. I—contd.

(ENGINEERING) BOMBAY.

OF SIMILAR OCCUPATIONS IN THE FOUR CONCERNS.

Class II			Class I		
A			B		
52—3/4	—65—2/2 Annas	65—4/1—97	65—4/1—97/8—E.B.—6/8—	117—8,2—	117—9/12—185/4—4/8
—2/8.		8—2/8—2½	117—2/8—2½ As.—3/12	149/8—4/8	6 As.—7/2.
		As.—3/12.	E. N. 4 As.—4/8.	5 As.—5/12.	

Blacksmiths operating under the instructions of Class II men having good knowledge of strike work (including the building of fires) and all tools and apparatus in general use in their trade and capable of forging small shackles, making hand tools and dressing and tempering tools; turning out jobs with a fair degree of accuracy, working where necessary to simple sketches and drawings with simple measuring instruments.

Skilled blacksmiths working efficiently and independently under the general direction of Class I operators turning out accurate work; and capable of forging small machine parts such as small crank-shafts and carrying out different classes of welds; case-hardening and doing simple rivetting; regarding drawings and working from simple drawings and sketches; using more intricate measuring instruments required in the operations they are engaged on and having a desirable qualification, elementary knowledge of the properties of iron and steel at working temperatures and heat colours.

‘Specialists’

Highly skilled blacksmiths capable of doing in a thoroughly skilled and expeditious manner, any forging required to be done by hand, or by power, or drop hammer according to the nature of the work handled, rivetting of a more difficult nature and capable of making dimensioned sketches reading, working drawing and estimating quantities and who have some knowledge of acetylene welding and cutting and of metals and their heat treatment and who control and direct skilled blacksmiths.

Die-sinkers turning out work not involving a high degree of accuracy.

Die-sinkers turning out work involving a high degree of accuracy.

‘Specialists’

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STATEMENT

STANDARDIZATION COMMITTEE

STANDARDIZED WAGES PARTICULARLY IN RESPECT

COPPER AND TIN-SMITH SHOP

Standard Occupational Term (Recommended)	Occupational Terms in General use.	Concern(s) in which the Occupation is referred to by the Parties.	Class III.		
			Grade D. Rs./MT32/8— 13As.—40/10. Rs/Day 1/4— 1/2 Anna.—1/9.	G 35/12—1/10—52/- 1/8—1 Anna—2/-.	B 49/14—1/10—52 1/11—1 Anna —2/-.

Copper-Smiths Copper-smiths .. A. M.

Tin-Smiths .. Tin-Smiths .. A. M.



Lock-Smiths.. Lock-Smiths .. M.

No. I—contd.

(ENGINEERING), BOMBAY.

OF SIMILAR OCCUPATIONS IN THE FOUR CONCERNED.

Class II.			Class I.		
A	R	A	B	A	
52—3/4—85	65 4/1 97/8	65—4/1—97/8—E.B.— 6/8—117	117—8/2— 148/8.	117—9/12—185/4	
2—2 Annas—2/8	2/8—2 1/4 As. —8/12.	2/8—2 1/4 As.—8/12—E.B. —4 As.—4/8.	4/8—5 As.— 5/12.	4/8—6 As.—7/2	

Copper-smiths working under the instructions of Cl. II men, turning out jobs with a fair degree of skill and accuracy and capable of making sets and templates and bending and setting small copper pipes say up to 2" dia. fashioning branch pieces and sleeves for such sizes, soft soldering and brazing and making from sheet copper and brazing up short copper pipe and working to simple sketches.

Skilled copper-smiths working independently under the general direction of Cl. I. operators with efficiency and capable of making sets and/or templates and bending and setting all kinds of pipes; and who are conversant with template board work, read drawings and work from simple drawings and sketches having knowledge of simple geometry.

Highly skilled workers capable of also rebuilding or repairing equipment of a more complicated design assembling copper boilers and other equipment; capable of doing precision work and making dimensioned sketches reading working drawings and who also direct skilled operatives in their work.

Tin-smiths, working under the direction of Cl. II men and turning out jobs with a fair degree of skill and accuracy having knowledge of the tools and apparatus in general use in their trade, soldering bits, blow pipes and blow lamps, fluxes and solders for use with various metals and capable of marking off and making simple equipment such as tanks and utensils doing soft soldering simple brazing; and working to simple sketches.

Skilled tin-smiths familiar with and operating independently under the general direction of Cl. I operators with efficiency the machinery applicable to their trade, and capable of developing and expanding various shapes from sheet metal, effecting simple repairs and making bends and joints in lead, brass and copper pipes, brazing and re-motalling white-metal bearings and who can read drawings and work from simple drawings and sketches and have knowledge of simple geometry.

Highly skilled tin-smiths familiar with, and capable of operating with efficiency, all machinery pertaining to their trade and of doing jobs of a more complicated nature, making dimensioned sketches, reading working drawings and who also control and give directions to skilled operatives in their work.

Lock-smiths operating under the instructions of Cl. II men and turning out jobs with a fair degree of accuracy, understanding different types of the simple locks and padlocks and capable of making and fitting levers, keys, etc. and of working to simple sketches.

Skilled workers working independently reading drawings and working from simple drawings and sketches and doing jobs of a more complicated type, e. g., repairing valve and safe locks.

STATEMENT

STANDARDIZATION COMMITTEE

STANDARDIZED WAGES PARTICULARLY IN RESPECT

COPPER AND TIN SMITH SHOP—*contd.*

Standard Occupational Term (Recommended)	Occupational Terms in General use.	Concern(s) in which the Occupation is Referred to by the Parties.	Class III		
			Grade D	C	B
			Rs./Mt. 32/8— 18 As.—40/10.	35/12—1/10—52/-	43/14—1/10— 62.
			Rs./Day 1/4— 1/2 Anna—1/8.	1/6—1 Anna—2/-	1/11—1 anna— 2/-

Brass-Finishers Brass-Finishers .. A. M.

Plumbers .. Plumbers .. A. M.



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No. 1—contd.

(ENGINEERING) BOMBAY.

OF SIMILAR OCCUPATIONS IN THE FOUR CONCERNS.

Class II				Class I	
A 52—3/4—65	B 65—4/1—97/8	A 65—4/1—97/8—EB—6/8—117	B 117—8/2—149/8	A. 117—9/12—186/4	
2—2 Annas—2/5	2/8—2 1/4 As.—8/12.	2/8—2 1/4 As.—3/12—EB—4 As.—4/8.	4/8—5 As.—5/12.	4/8—6 As.—7/2.	

Workers operating under the instructions of Cl. II men and turning out jobs with a fair degree of accuracy; and capable of machining assembling and/or overhauling brass fittings and accessories such as valve chests and cocks; operating light brass finishing lathes and who are proficient in the use of hand turning tools; and can work from simple sketches.

Skilled workers familiar with, and operating independently under the general direction of supervisors with efficiency, machines such as heavy brass finishers and Capstan lathes, who make and repair equipment of a more complicated type, turning out precision and/or accurate work, reading drawings and working from simple drawings and sketches using more intricate measuring instruments.

Plumbers operating under the direction of Cl. II men and turning out jobs with a fair degree of accuracy, capable of removing, renewing and rejoining lead and iron pipes, bending and setting lead and iron pipes up to say 2" to 3"; forming different joints in lead pipes and assembling sanitary fittings; and who can work from simple sketches.

Skilled plumbers operating independently under the general directions of supervisors with efficiency and capable of marking off and fashioning receptacles in sheet lead; bending and setting iron and lead pipes; understanding templates; board work; and who are conversant with sanitary, fresh and hot water systems and can read pipe arrangement drawings and work from simple drawings.

STATEMENT

STANDARDIZATION COMMITTEE

STANDARDIZED WAGES PARTICULARLY IN RESPECT

CAST IRON & BRASS FOUNDRY

Standard Occupational Term (Recommended).	Occupational Term in General use.	Concern(s) in which the Occupation is Referred to by the Parties.	Class—III		
			Grade II Rs./Mt. 82/8— 13 As.—40/10 Rs./Day 1/4— 1/2 Anna—1/9	C 85/12—1/10—52/— 48/14—1/10— 52/— 1/6—1 Anna—2/— 1/11—1 Anna— —2	B 48/14—1/10— 52/— 1/11—1 Anna— —2
Moulders	.. Moulders, Core-makers, Core-girls.	.. A, R, M, C, A, R, M, O, R.	Semi-skilled work- ers doing simple repetition work, e.g. Core-girls.	Helpers assisting Class III A work- men and/or en- gaged on simple machine opera- tions or doing repetition work on machines or by hand.	
Chippers	.. Hand-Chippers, Machine Chippers.	A, R, A, R, M		Hand Chippers...	Machine chippers.
Cupola Opera- tors.	Cupolamen, Furnacemen.	.. A, R,		Men who charge the cupola and help Class III-A men to repair cupola and ladle lings.	
Viewers	.. Viewers	.. R,			
Moulding Ma- chine Opera- tors.	Moulding Machine Operators.	A, R,		Moulding machine operators turn- ing out simple and light type of castings.	



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No. I—contd.

(ENGINEERING) BOMBAY.

OF SIMILAR OCCUPATIONS IN THE FOUR CONCERNS.

Class II			Class I	
A	B	A	B	A
62/-3/4—65/-	65/-4/1—67/8	65/-4/1—67/8—E.B.— 6/8—117	117/-3/2— 140/8.	117/-9/12—185/4
2/-2 Annas—2/8	2/8—2½ As.— —3/12	2/8—2½ As.—3/12—E.B.— —4 As.—4/8.	4/8—6 As.— 6/12.	4/8—6 As.—7/2.

Moulders working under the instructions of Class II men and turning out jobs with a fair degree of accuracy; moulding and setting cores for ordinary simple castings and at times working to simple sketches.

Skilled moulders working independently under the general direction of Class I operators with efficiency; capable of moulding heavy and more intricate castings and of reading drawing and working to simple drawing and sketches.

'Specialists'

Highly skilled and efficient workers capable of turning out work with the highest degree of accuracy, making dimensioned sketches, reading working drawings and estimating quantities; and who control and direct skilled operatives in their work.

Machine chippers who are efficient and can work without much supervision; and have a good or 'well above the average' record of attendance, regularity and efficiency.

'Furnacemen' who attend to the cupola during the melting process; carrying out minor repairs to the cupola and ladles.

Viewers.

Moulding machine operators turning out more intricate and heavy type of castings requiring Core-setting, etc.



सत्यमेव जयते

STATEMENT

STANDARDIZATION COMMITTEE

STANDARDIZED WAGES PARTICULARLY IN RESPECT OF

STRUCTURAL & BOILER MAKER'S SHOP

Standard Occupational Term (Recommended)	Occupational Terms in General Use.	Concern(s) in which the Occupation is Referred to by the Parties.	CLASS III.		
			Grade D Rs./Mt. 32/8— 13 As.—40/10, Rs./Day 1/4— ‡ Anna—1/9.	C 35/12—1/10—52—	B 43/14—1/10— 52/- 1/11—1 Anna —2/-

Template Ma- Template Makers and A, B.
kers and Markers.
Markers.

Markers (Struc-
tural work).

Boiler Makers. Boiler Makers (ship).. A, M.
Boiler Caulkers ..

Helpers assisting
Class II workers
or doing repeti-
tion work.



Platers .. Platers, Plater helpers, A, B, M.

Platers helpers as-
sisting Class III
A workmen and/
or engaged on
simple machines
or doing repeti-
tion work;

No. I—*contd.***(ENGINEERING) BOMBAY.****SIMILAR OCCUPATIONS IN THE FOUR COUNTRIES.**

CLASS II				CLASS I
A 52/—8/4—65	B 65.—4/1—97/3	A 65.—4/1—97/8—BB— 6/8—117	B 117.—8/2— 149/8	A 117.—9/12—185/4
2/—2 Annas—2/8	2/8—2½ As.— —3/12	2/8—2½ As.—3/12—EB— 4 As.—4/8	4/8—5 As.— 5/12	4/8—6 As.—7/2

Template makers working under the instructions of Class II men turning out jobs with a fair degree of accuracy; working to simple sketches.

Skilled template makers working independently under the general directions of foremen, capable of making any required template and marking off etc. reading drawings and working from simple drawings and sketches.

Men working under the instruction of Class II operators and turning out jobs with a fair degree of accuracy and capable of cutting out and renewing plain boiler and heatertubes; making templates and carrying out repairs to boilers and pressure vessels and furnances.

Skilled workmen working independently under the general direction of Class I men and who are competent to carry out repairs to cylindrical and water tubes marine boilers, e.g. to cut out and renew stays and tubes; make, fit, rivet up and caulk boiler patches and who can operate all boiler shop machinery.

Highly skilled workers familiar with and operating with efficiency all machinery pertaining to their trade and capable of making dimensioned sketches, reading, working drawings; and estimating quantities; and who also control and direct skilled operatives in their work.

Workmen operating under the instructions of Class II men, and turning out jobs with a fair degree of accuracy capable of making templates and operating, punching, shearing, counter sinking, and other machines; working to simple sketches.

Skilled workmen familiar with and operating independently and efficiently under the general directions of supervisors and different machines pertaining to their trade; and capable of making any required templates in connection with their particular work, marking off, punching, shearing and assembling material and developing various shapes and setting plates for the same; and who can read drawings and work from simple drawings and sketches.

STATEMENT

STANDARDIZATION COMMITTEE

STANDARDIZED WAGES PARTICULARLY IN RESPECT OF
STRUCTURAL & BOILER MAKER'S SHOP

Standard Occupational term (Recommended)	Occupational terms in General use.	Concern(s) in which the Occupation is referred to by the Parties.	Class III.		
			Grade D Rs./MT32/8— 13 As-40/10, Rs./Day 1/4- Anna.-1/0.	C 35/12-1/10-52/- 1/0-1 Anna/2	B 43/14-1/10-52/ 1/11-1Anna- 2/-
Assemblers, and Erectors.	Assemblers, Erectors.	A, R, M.	Workers assembling parts requiring no fitting or adjustment under the instructions of Class IIIA men.		
Riveters	....	A, R, M.	....	....	....
Rivetting Assistants.	Holders-Up Rivet Boys.	A, R, M. A, R, M.	Rivet Boys who have working knowledge of rivet sizes and lengths and keep the rivetting squad supplied with a steady flow of correctly sized rivets.	Holders Up who hold up rivets either by hand or with the aid of pneumatic hammer and have a knowledge of the type of tools required and the different rivet sizes etc.	
*Machinemen.	Drillers, etc.	A, R.	....	Workers operating a specific machine.	
Sheet Metal workers.	Sheet Metal Workers.	मस्यमेव जयते....			

No. I—contd.

(ENGINEERING), BOMBAY.

SIMILAR OCCUPATIONS IN THE FOUR CONCERNS.

Class II.

Class I

A
52/-3/4-55-
2/-2 Annas-2/8

B
65/-4/1-97/8
2/8-2 1/2 As.-
3/12

A
65/-4/1-97/8-E.B.-
6/8-117
2/8-2 1/2 As.-3/12-E.B.
—4 As.-4/8.

B
117-8/2-
149/8.
4/8-5 As.-
5/12.

A
117-9/12-185/4
4/8-6 As.-7/2

Workers operating under the instructions of Class II erectors working where necessary to simple sketches.

Riveters

Workers operating independently under the general direction of supervisors, assembling and or erecting structures with efficiency and capable of reading, working drawings and working from simple drawings and sketches.

Riveters (Boller-makers).

Workmen operating when necessary all light machines in the structural shop.

Workers operating under the instructions of Class II men and turning out jobs with a fair degree of accuracy, operating machines in the sheet metal department, working to simple sketches.

• Workers operating when necessary all machines in the structural shop particularly heavy: e.g. Bending Rollers; Guillotines; Shearing machines; heavy hydraulic presses; portable drills, reamers and tappers; capable of setting up tools of the various machines.

Skilled workers familiar with and operating independently under the general direction of supervisors with efficiency, all machines in the sheet metal Department reading drawings and working from simple drawings and sketches.

STATEMENT

STANDARDIZATION COMMITTEE

STANDARDIZED WAGES PARTICULARLY IN RESPECT OF

WELDING DEPARTMENT

Standard Occupational Term (Recommended)	Occupational Terms in General use	Concern (s) in which the Occupation is Referred to by the Parties	CLASS III.		
			Grade D	O	B
			Rs. /Mt. 32/8— 13 As—40/10, Rs./Day 1/4— 2 Anna—1/3	35/12—1/10—52	43/14—1/10— 52, 1/6—1 Anna—2*, 1/11—1 Anna—2
Welders	Oxyacetylene and electric welders and cutters, of various metals including steel.	A, B, M, O	Welders using electric spot or butt welding machines or cutting scrap with oxyacetylene blow pipe.

Safety Super- Safety Supervisors
visors.

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No. I—contd.

(ENGINEERING), BOMBAY.

SIMILAR OCCUPATIONS IN THE FOUR CONCERNS.

CLASS II.				CLASS I.	
A 52/-3/4-65/-	B 65/-4/1-97/8	A 65-4/1-97/8-B.B-6/8- 117	B 117/-3/2- 149/8	A 117-9/12-185/4	
2/-2 Annas-2/8	2/8-2 1/2 As.- 3/12	2/8-2 1/2 As.-3/12-B.B -4 As.-4/8	4/8-5 As.- 5/12	4/8-6 As.-7/2.	

Welders capable of operating gas cutting plant and/or electric welding machines and engaged on carrying out straightforward cutting and welding. (cutters, etc.).

Welders capable of, and engaged on cutting and welding operations requiring a high degree of skill and electric welders capable of, and engaged upon, producing welding of high quality such as required in boilers and other pressure vessels having good knowledge of metals to be welded and of the plant and metal electrodes used; and who can work from simple drawings and sketches.

'Specialists'

Welders executing in a skilled manner any welding that may be required including overhead, having a good knowledge of the metals to be welded and of the plant used and who are capable of selecting the most suitable electrodes for various types of work and can read drawings and estimate quantities and having as a desirable qualification knowledge of preheating and annealing, also who control and direct skilled welders.

Safety supervisors.
(Higher starting pay of Rs. 77 may be given).

STANDARDIZATION COMMITTEE

STANDARDIZED WAGES PARTICULARLY IN RESPECT OF

ELECTRIC SHOP

Standard Occupational Term (Recommended)	Occupational Terms in General use	Concern (s) in which the Occupation is Referred to by the Parties	CLASS-III		
			Grade D Rs./Mt. 82/8— 13 As.—40/10 Rs. 1 Day 1/4— 1/2 An.—1/0	O 35/12—1/10—52— 1/6—1 Anna—2/— 1/11—1 anna —2/-	B 43/14—1/10— 52/- —2/-
Electric Fitters	Electric Fitters	.. A, M, C,	....	Helpers assisting Class III A workmen.	
Electricians ..	Electricians Electricians (Maintenance)	A, R, C, A, B,			
Electric Motor- men	Electric-motor gangs.	Atten- A, R, M.		Electric Motormen.	
Switch-Board Attendants.	Switch-board gangs.	Atten- A, R, M.			
Wiremen ..	Wiremen	.. A, R, M, C.	....	Helpers assisting Class IIIA, workmen.	



No. I—*contd.*

(ENGINEERING), BOMBAY.

SIMILAR OCCUPATIONS IN THE FOUR CONCERNS.

Class II.			Class I.	
A	B	A	B	A
52—3/4—65/-	65/-4/1—97/8-	65/-4/1—97/8—E.B.— 6/8—117/-	117/-8/2— 149/8.	117/-9/12—185/4
2/-2 Annas—2/8	2/8—2½As. —3/12.	2/8—2½As.—3/12—E.B. —4 As.—4/8.	4/8—5 As.— 5/12.	4/8—6 As.—7/2
Electric fitters and electricians operating under the instructions of Class II men, turning out jobs with a fair degree of accuracy doing simple degree fittings, work; and rewiring of simple circuits working to simple sketches, having a knowledge of elementary electrical theory and of D. C. and A. C. machines and motors.		Skilled fitters and electricians working independently and efficiently under the general direction of Class I workers, and capable of doing more advanced electrical fitting work, over handling, repairing and maintaining electrical equipment and who have knowledge of elementary electrical theory and working knowledge of elementary motors (A. C. & D. C.) and switch-board instruments and who can read drawings and work from simple drawings and sketches; the electricians being also capable of doing wiring for power and lighting and testing for faults.		Highly skilled workers capable of fitting switchboard installing and repairing electrical plant and making ordinary calculation required in their work; and who can make dimensioned sketches and diagrams read working drawings and estimate quantities; and direct operatives in their work.
Switch-board Attendants.		Switch-board Attendants with considerable responsibility.		
Wiremen operating under the instructions of Class II men; turning out jobs with a fair degree of accuracy; and capable of taking accurate measurements, reading the different sizes on a standard wire gauge; identifying the different sizes and classes of wires used and types of switches, holders, etc., making simple joints in cables locating and rectifying earth faults on a working circuit, etc.; and who can work to simple sketches; or workmen doing work necessitating the holding of 2nd Class Wireman's Certificate.		Skilled workers operating under the general directions of Class I workers with efficiency and knowing the current carrying capacities of ordinary cables and capable of operating and reading correctly, Meggar Testing sets; connecting Voltmeters and Ammeters into simple circuits and taking readings; testing locating and rectifying any fault on a branch or main circuit of installations; and wiring and connecting up motors and starters A. C. or D. C. and who can work from simple drawings and have as a desirable qualification, knowledge of elementary electrical theory; or workmen doing work necessitating the holding of 1st Class Wireman's Certificate.	'Specialist.'	

STATEMENT

STANDARDIZATION COMMITTEE

STANDARDIZED WAGES PARTICULARLY IN RESPECT OF

ELECTRIC SHOP

Standard Occupational term (Recommended)	Occupational terms in General use.	Concern(s) in which the Occupation is referred to by the Parties.	Class-III.		
			Grade D. Rs./Mt. 82/8-13As. As-40/10. Rs/Day 1/4- $\frac{1}{2}$ An. 1/9.	C 35/12-1/10-52/- 1/6-1 Anna 2/-	B 49/14-1/10-52 -1/11-1 Anna 2-

Armature Winders.	Armature Winders	.. A. M. C.	Semi-skilled workers doing repetition work.	Helpers assisting Class III-A workmen and/or engaged on simple machines or doing repetition work.
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Telephonemen	Telephonemen	.. A. M.
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No. I—contd.

(ENGINEERING) BOMBAY.

SIMILAR OCCUPATIONS IN THE FOUR CONCERNS.

Class II.			Class I.	
A 52/-3/4-05-	B 65/-4/1-07/8	A 65/-4/1-07/8-E.B.- 0/8-117/-	B 117/-8/2- 149/8.	A 117/-9/12-186/4 4/8-6As.-7/2
2-2 Annas-2/8	2/8-2 1/2 As. 3/12	2/8-2 1/2 As.-3/12-E.B. -4 As.-4/8.	4/8-5 As- 5/12.	

Workers operating under the instructions of Class II men and turning out jobs with a fair degree of accuracy and capable of rewinding ordinary motors and generators; working where necessary to simple sketches.

Skilled workers working 'Specialists'.
independently under the general direction of Class I operators with efficiency, and capable of fully re-winding motors and starters of small and medium sized D.C. or A.C. machines; testing the machines; reading drawings and sketches and who have as a desirable qualification, elementary knowledge of electrical theory.

Workers operating under the instructions of Class II men turning out jobs with a fair degree of accuracy, and capable of repairing instruments and rectifying faults in lines; indentifying the different sizes and types of wiring using standard wire gauges, etc., who work to simple sketch where necessary and have as a desirable qualification elementary knowledge of the theory involved.

Skilled workers working independently with efficiency and capable of overhauling and repairing instruments; installing, connecting and testing ordinary installations of telephones and who can use ordinary measuring and testing instruments in the trade and have some knowledge of the theory involved.

STATEMENT

STANDARDIZATION COMMITTEE

STANDARDIZED WAGES PARTICULARLY IN RESPECT

CARPENTRY & PATTERN MAKING SHOP
& SHIP WRIGHT DEPARTMENT

Standard Occupational Term (Recommended)	Occupational Terms in General use	Concern(s) in which the Occupation is Referred to by the Parties.	CLASS III.		
			Grade D Rs./Mt. 32/8— 13 As.—40/10, Rs./Day 1/4— ‡ Anna.—1/9	C 35/12—1/10—52—	B 43/14—1/10— 52, 1/11—1 anna —2
Carpenters ..	Carpenters, Carpenters- Shipwright, (Boat Builders) Pattern Makers, Packers.	A, R, M, C, A, M, A, R, M,	Helpers assisting class I-II-A work- men; or Rough carpenters and Packers.



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No. I—contd.

(ENGINEERING), BOMBAY.

OF SIMILAR OCCUPATIONS IN THE FOUR CONCERNS.

CLASS II			CLASS I	
A	B	A	B	A
52—3/4—65	65—4/1—97/8	65—4/1—97/8—EB—6/8 —117	117—6/2— 149/8	117—9/12—185/4
2—2 Annas—2/8	2/8—2½ As. —3/12.	2/8—2½ As.—3/12—EB —½ As.—4/3.	4/8—5 As.— 5/12	4/3—6 As.—7/2

Carpenters, boat builders and Pattern-makers working under the instructions of Class II men turning out jobs with a fair degree of accuracy capable of carrying out general repairs e.g., to boats and barges or making patterns, core-boxes, etc., for simple work; and working where necessary to simple sketches.

Skilled carpenters, boat builders and Pattern-makers working independently under the general direction of Class I Carpenters doing such advanced work as the manufacture and repair of furniture (cabinet-makers) making patterns core-boxes, etc., of all kinds of work for the foundry and boat building on which they may be engaged; reading drawings; and working from simple drawings and sketches.

Specialists.

Skilled carpenters, etc. turning out jobs with the highest degree of accuracy and efficiency and capable of making dimensioned sketches; reading working drawings; estimating quantities; and who also control and direct skilled carpenters, etc.



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STATEMENT

STANDARDIZATION COMMITTEE

STANDARDIZED WAGES PARTICULARLY IN RESPECT

AUTOMOBILE SHOP

Standard Occupational Terms (Recommended).	Occupational Terms in General use.	Concern(s) in which the Occupation is Referred to by the Parties.	CLASS III.		
			Grade D	C	B
			Rs./Mt. 32/8— 18 As.—40/10. Rs./Day 1/4— ‡ Anna.—1/9	35/12—1/10—52— 1/8—1 Anna—2	43/14—1/10— 52, 1/11—1 anna —2

Mechanics .. Motor (Automobile) .. A, B, M,

Mechanics.

....

Helpers assisting
Class III-A
mechanics in
servicing, repair-
ing and main-
taining cars who
have knowledge
of the tools in
ordinary use by
mechanics and
the common
parts of the
engine, body of
the car, etc.

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Refrigerator Mechanics. M,

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Car Drivers .. Car Drivers .. M,

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No. 1—contd.

(ENGINEERING) BOMBAY.

OF SIMILAR OCCUPATIONS IN THE FOUR CONCERNS.

Class II.			Class I.	
A 52-3/4-85	B 65-4/1-97/8	A 65-4/1-97/8-E.B.- 8/8-117	B 117-8/2- 149/8	A 117-9/12-185/4
2-2 Aunas-2/8	2/8-2 1/2 As. -8/12.	2/8-2 1/2 As.-3/12-E.B. -4 As.-4/8.	4/8-5 As.- 5/12.	4/8-6 As.-7/2

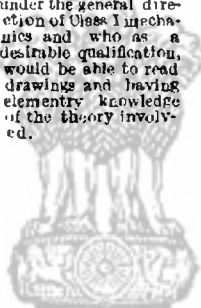
Mechanics capable of using in an experienced manner the tools in ordinary use for automobile repairs, etc., who do simple dismantling, overhauling, assembling, and repairing work under the instructions of Class II mechanics such as removing cylinder head, cleaning off the carbon, grinding valves and rebfitting the same; removing gear box, opening up, cleaning and refitting it, removing and replacing wheels, etc.; and who are capable of using simple measuring instruments such as limit gauges, calipers and scales.

....

Skilled motor mechanics having a good knowledge of and engaged on, dismantling, overhauling, assembling and repairing motor vehicles their engines and parts and capable of driving a motor car; working independently with efficiency under the general direction of Class I mechanics and who as a desirable qualification, would be able to read drawings and having elementary knowledge of the theory involved.

—.

Highly skilled motor mechanics having a thorough knowledge of motor vehicles and their parts; internal combustion engines used on motor cars; and capable of dismantling, overhauling, assembling, repairing etc. of motor vehicles in a thoroughly skilled and expeditious manner with the highest degree of precision; making dimensioned sketches, reading working drawings and estimating quantities and having as a desirable qualification, knowledge of the theory involved particularly in the operation of the engine and the electric system and who also control and direct skilled operatives.



Mechanics engaged on servicing refrigerators and who are capable of locating any faults that may be developed and carrying out minor repairs.

....

Skilled mechanics having a good knowledge of and engaged on, servicing, repairing, maintaining, dismantling, overhauling and assembling freezer systems; and who are capable of checking any leakages, changing refrigerant etc.

Car drivers holding valid car licences and who can make minor repairs and who have a good knowledge of the city and district and traffic rules.

Drivers of heavy vehicles who have the same qualifications as those of Class III-A men but who also hold heavy lorry licences.

STATEMENT

STANDARDIZATION COMMITTEE

STANDARDIZED WAGES PARTICULARLY IN RESPECT

AUTOMOBILE SHOP

Standard Occupational Term (Recommended).	Occupational terms in General use.	Concern(s) in which the Occupation is referred to by the Parties.	Class-III.		
			Grade D.— Rs./M182/8—13As. —40/10. Rs./Day 1/4— ½ Anna 1/0.	C 35/12—1/10— 52—1/6—1 Anna—2.	B 48/14—1/10—52, 1/11—1 Anna —2.
Cleaners	.. Cleaners	.. A, B, M,	Semi skilled workers who wash down and thoroughly clean a motor vehicles including under carriage and inside of the vehicle and who check engine oil, water, etc.	....	....
Vulcanizers	.. Vulcanizers	.. M,	....	....	....
Electricians (Vehicles).	.. Battery-men	.. M,	....	....	....
Air Compressor Attendant.	Portable Compressor Attendants.	N,
Tricycle Driver.	Tricycle Drivers	.. M,	Tricycle Drivers.

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No. 1—contd.

(ENGINEERING), BOMBA Y.

OF SIMILAR OCCUPATIONS IN THE FOUR CONCERNS.

Class II.			Class I.	
A 52—3/4—65	B 65—4/1—07/8	A 65—4/1—97/8—E.B.— 6/8—117—	B 117—5/2— 149/8.	A 117—9/12—185/4
2—2 Annas—2/8	2/8—2 1/2 As. —3/12.	2/8—2 1/2 As.—3/12—E.B. —4 As.—4/8.	4/8—5 As— 5/12.	4/8—5 A*—7/2.

Vulcanizers capable of removing punctured wheels from vehicles, locating puncture, patching and vulcanizing tubes as necessary, also vulcanizing outer tyres and reassembling.

Electricians capable of testing any battery for gravity, voltage and current; connecting batteries in series and parallel and who clean, oil etc. electrical part of car, lorry or launch such as generators and starters; and carry out minor repairs to car, etc., to lighting equipment. Portable compressor attendants?



Electricians who are capable of locating any faults developed in the electrical system of car, lorry, launch etc. who carry out repair to generators, and starters, light switches, etc; and re-wire vehicles etc.

STATEMENT

STANDARDIZATION COMMITTEE

STANDARDISED WAGES PARTICULARLY IN RESPECT

PAINT SHOP

Standard Occupational Term (Recommended).	Occupational Terms in General use.	Concern(s) in which the Occupation is Referred to by the Parties.	Class—III		
			Grade D Rs./Mt. 32/9— 18 As.—40/10, Rs./Day 1/4— 1/2 Anna—1/9	C 35/12—1/10—52— 1/6—1 Anna—2.	B 43/14—1/10— 52, 1/11—1 Anna —2

Polishers	.. Polishers	A, M	..	....	....	Polishers who do glass pap- ering smoo- thing and polishing of all kinds of furniture etc. (including ship saloon, cabin and lunge).
Painters	.. Letter Painters,	M,	....	....	....	Brush, steel work and despatch letter painters and also letters- painters with ordinary skill.
	Letter Painters (Despatch).	A,				
	Painters (Enamel) Spray oil, & cellulose,	A, M, C,				
	Painters (Steel work),	A,				
	Painters (Brush)	M,				
	Painters	B, C,				



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STATEMENT

STANDARDIZATION COMMITTEE

STANDARDIZED WAGES PARTICULARLY IN RESPECT

SAIL LOFT

Standard Occupational Term (Recommended)	Occupational Terms in General use.	Concern(s) in which the Occupation is referred to by the Parties.	Class-III.		
			Grade D Rs./Mt 32/8— 13 As—40/10, Rs./Day 1/4— 1/2 Anna—1/9	C 36/12—1/10—52— 1/8—1 Anna—2.	B 48/14—1/10—52, 1/11—1 Anna —2/—

Sail Makers .. Sail Makers .. M

Tailfots .. Tailfots .. M

Upholsterers .. Upholsterers .. M



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STATEMENT

STANDARDIZATION COMMITTEE

STANDARDIZED WAGES PARTICULARLY

IN THE FOUR

GENERAL.

Standard Occupational Term (Recommended)	Occupational Terms in General use.	Concern (a) in which the Occupation is referred to by the Parties.	CLASS—III		
			Grade D Rs./Ml. 92/8 - 18 As.—40/10, Rs./Day 1/4 - 1/4 Anna—1/0	C 33/12—1/10—52— 1/6—1 Anna—2/-	B 43/14—1/10— 52, 1/11—1 Anna —2/-
Maistries	.. Maistries	.. R, M	.. ....	....	....
Specialists	.. Specialists	.. M	.. ....	....	....
Leading Hand,	Leading Hands	.. M, C	.. ....	....	....
Moolies	.. Moolies ..	.. A, B, M, ..	....	Moolies	.. ....
Oilmen	.. Oilmen ..	.. A, B, M, ..	Oilmen	.. ....	....
Craneman	.. Cranemen, Electric Crane Drivers.	.. A, B, M, ..	....	....	....
Mason	.. Masons ..	.. A, B, ..	....	....	....
Bricklayers	.. Bricklayers	.. A, R, ..	....	....	Bricklayers.
Slings	.. Slings ..	.. A. ..	Slings.		
Works Clerks.	Works Clerks	.. R	..		

No. I—contd.

(ENGINEERING) BOMBAY.

IN RESPECT OF SIMILAR OCCUPATIONS
CONCERNS.

CLASS II			CLASS I	
A 52—3/4—05	B 65/4/1—97/8	A 65—4/1—97/8—E.B.—0/8 —117	B 117—8/2— 149/8	A 117—0/12—185/4
2—2 As—2/8	2/8—2 1/2 As— —2 1/2	2/8—2 As.—3/12— E.B.—4 As.—4/5	4/8—5 As— 5/12	4/8—3 As.—7/2

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Maistries.

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....

....

Leading Hands.

Specialists or workers highly
skilled and specialised in a
particular type of job.



सत्यमेव जयते

Cranemen operating
overhead electric cranes
in workshops.

Masons

Masons who have a good service
record and are capable of work-
ing independently with greater
efficiency.

Works Clerks

Works Clerks who have
more than 4 years ex-
perience and who have
a good service record.

STATEMENT

STANDARDIZATION COMMITTEE

STANDARDIZED WAGES PARTICULARLY

IN THE

GENERAL—*contd.*

Standard Occupational Term (Recommended)	Occupational Terms in General use	Concern (a) in which the Occupation is Referred to by the Parties.	CLASS—III		
			Grades	C	B
			Rs /Mt.32/8— 13 As.—40/10, Rs. /Day 1/4— ‡ Anna—1/9	35/12—1/10—52— 1/6—1 Anna—2/—	18/14—1/10— 52/— 1/11—1 Anna 2/—
Store Keepers.	Store Keepers	.. R, ..			
Store Keeper's Assistant.	Assistant Store Keepers and storemen.	A, R, M ..	Manual assistants.	Store checkers and storemen who assist store keepers in issuing and/or checking stores..	
Mukadams ..	Mukadams	.. A, R, M, C.			Mukadams or Workmen having some knowledge of the operations performed and who are in charge of, and control, unskilled labour.
Mechanics Navigants and Navigants.	Departmental Coolies.	A, R, M, C.	"C" Coolies who are required to do heavy physical work and/or who do work requiring some knowledge, aptitude and training.		
Electro-Platers.	Electro-Platers	.. M			
Buff Polishers.	Buff Polishers	.. M			Buff Polishers
Watch-Makers.	Watch-makers	.. M			
Engravers ..	Engravers	.. M			

No. I.—*contd.***(ENGINEERING), BOMBAY.**

IN RESPECT OF SIMILAR OCCUPATIONS

FOUR CONCERNS.

CLASS II		CLASS I	
A 52—3/4—05	B 65—4/1—97/8	A 65—4/1—97/8—E.B.—6/8 —117	B 117—3/2— 149/8
2—2 As—2/8	2/8—2½ As. —3/12	2/8—2½ As.—3/12 EB—4 As. —4/8	4/8—5 As.— 5/12
			A 117—9/12—185/4
			4/8—6 As.—7/2/—

Store keepers

Store keepers who have more than 4 years experience and a good Service record.



Electro-platers capable of and engaged on, buffing and preparing articles for plating vat; pickling and cleaning with acid and electroplating and who can denote different types of electro-plating vats, but who are not responsible for preparation or maintenance of solutions.

Electro-platers who prepare vats for plating and check gravity and temperature of solution.

Ordinary watch-makers who open out, clean, oil, and reassemble clocks and simple instruments adjusting them to read correctly.

Watch-makers who open out, clean, oil, re-assemble etc. watches and instruments and who are capable of cutting shafts, balance wheels and of fitting jewels.

Engravers engaged on cutting, preparing, filling and polishing metal plates preparatory to engraving, and engraving rough heavily letters, etc.

Skilled engravers capable of, and engaged on, marking, cutting and engraving small and large letters, numerals, monograms, etc. with good finish; and on other fine work.

STATEMENT

STANDARDIZATION COMMITTEE

STANDARDIZED WAGES PARTICULARLY

IN THE

Standard Occupational Term (Recommended)	Occupational Terms in General use	Concern (s) in which the Occupation is Reference to by the Parties	CLASS -III		
			Grade D	C	B
			Rs./Mt. 32/8—	36/12—1/10—52	43/14—1/10—
			13 As—40/10.		52/-
			Rs./Day 1/4—	1/6—1 Anna—2	1/11—1 anna
			† An.—1/0		—2/-

Lampmen .. Lampmen .. M

Lampmen.

Machinemen. Machinemen .. A, B, M

Workers operating single machines requiring very little manipulative ability and involving operations which are more or less of an automatic and/or repetitive nature requiring very little exercise of discretion, aptitude, knowledge and responsibility.



सत्यमेव जयते

No. 1—*concl'd.***(ENGINEERING) BOMBAY.**

IN RESPECT OF SIMILAR OCCUPATIONS.

FOUR CONCERNS.

CLASS II			CLASS I
A	B	A	A
52—3/4—65	65—4/1—97/8	65—4/1—97/8—EB—6/8	117—3/2—
		—117	149/8
2—2 Annas—2/8	2/8—2½ As.	2/8—2½ As.—3/12—RB	4/8—5 As.
	—3/12	—4 As.—4/8	5/12
			117—9/12—185/4
			4/8—6 As.—7/2

Workers operating machines requiring some manipulative ability and heavier physical effort and involving operations which are more or less of an automatic and/or repetitive nature requiring some discretion, knowledge and responsibility.



सत्यमेव जयते

Workers who are required to operate different kinds of machines in their trade or machines on which operations are complicated where considerable manipulative ability is necessary and which involve discretion and responsibility otherwise lapses in performance might cause extensive damage to equipment and its product, such workers would be expected to set their own tools.

STATEMENT

STANDARDIZATION COMMITTEE

FAIR WAGES IN MAZAGAON DOCK LTD.,
ONLY THAT CONCERN AND LISTED UNDER
" DRY-DOCK (DREDGER) ", LAUNCHES
LAUNCHES, ' BARGES ' & ' GENERAL ',

CLASS—III				
	D	C	B	A
Rs./Month	.. 32/8—13As.— 40/10	35/12—1/10— 62/-	43/14—1/10—52/- 1/11—1 Anna—2/-	52/-—3/4—65/- 2/-2 As.—2/8
Rs./Day	.. 1/4—1/9 1/9	1/6—1 Anna— 2/-		
	L. Naik	Naiks	.. Havaldars	..

Tindals (Dry-Dock Dredger)

	Firemen	.. Firemen Tindals (Steam & Motor Launches).	Firemen Tindals (Tugs Chetla & Dewan).
	Succani ches)	(Launch Tindal (Barges Gig, etc.)	Bunder Serangs.
Lascars (Lascars on Tugs Chetla & Dewan may be given 20 per cent. extra.)			
Coal Trimmers	Issuer (Yard)		
Stevedores (Unskilled.)	Lascars (Gunnar's Labour).	Stevedore Tindals (Gunner's Labour).	Riggers (Gunner's Labour.)

सत्यमेव जयते

No. II.

(ENGINEERING) BOMBAY.

IN RESPECT OF OCCUPATIONS PECULIAR TO
THE HEADS, "SUNDRY LABOUR"
& BOATS', 'STEAM & MOTOR'
AND 'GUNNER'S LABOUR'.

CLASS II		CLASS I.	
B	A	B	A
65-4/1-97/8 2/8-2 1/2 As.-3/12	65-4/1-97/8 EB 6/8-117 2/8-2 1/2 As.-3/12 EB 4 As.-4/8	117/8/2-149/8 4/8 5As.-5/12	117/-9/2-185/4 4/8-6As.-7/3
Drivers (Big launches steam engine; 2nd class).	Drivers (Dry Dock Dredgers Drivers (Tugs Chetla and Dewan)	Drivers (Motor Launch; 2nd Class).	
Drivers (Small launches steam engine; 2nd Class).	Drivers (Steam Engine—1st Class) (h) Rs. 35/5		
may be paid Rs. 8/2 less.			
Serangs (Small launches 3rd class may be paid Rs. 8/2 less).	Serangs (Tugs Chetla & Dewan)	Serangs (Launches, 2nd class).	
Succani (Tugs Chetla and Dewan).	Serangs (Big Launch 3rd Class).		
Serangs (General) may be paid Rs. 8/2 less.			

Bigger Tindals (Gunner's labour and Sail Loft.)

सत्यमेव जयते

STATEMENT

STANDARDIZATION COMMITTEE

CROMPTON PARKIN-

STANDARDIZED

* See Standardization Scheme as per Statement No. I for description of work and qualifications.

@ Workers with about 5 years' service and having a satisfactory record of regularity and attendance and whose performance is not below the average.

† Workers with about 4 years' service and having a satisfactory record of regularity and attendance and whose performance is not below the average.

Standard Occupational Terms are given in brackets thus

Class--III				
	D	O	B	A
Rs/Month	.. 32/8—13As.— 40/10	35/12—1/10— 52	43/14—1/10—52/— 1/11—1 Anna—2—	52—3/4—65
Rs/Day	.. 1/4—1Anna— 1/9	1/6—1Anna— 2/—		2—2 As—2/8

Machine & Fitting
Shop

Markers Bench Hands

Markers Bench Hands @
Fitters*
Turners*
Grinding Machine Operators
(Machinemen)@

Grinding Machine Operators
(Machinemen)

Gaugers
Inspectors
Markers-off (Sub-Assembly)
Millers*

Milling Machine Operators
(Machinemen)

Milling Machine Operator
(Machinemen) @

Drillers (Machinemen)

Drillers (Machinemen) @

Shaping (Machinemen) Ma-
chine Operators.

Shaping Machine Operators
(Machinemen) @

Pressmen

.. Pressmen @

Balancer

.. Balancer @

(Light) Capstan Lathe &
Automatic Machine (Light)
Operators.

(Light) Capstan Lathe & Auto-
matic Machine (Light) opera-
tors. @

(Heavy) Capstan & Turret
Lathe & Automatic Machine.
(Heavy) Operators @

Shaft Straighteners

.. Shaft Straighteners @

Core Examiners

.. Core Examiners @

Rotor Cage Builders

.. Rotor Cage Builders @

Sawmen (Machinist)

.. Tool Room Hands doing ordi-
nary routine work.

2. Assembly Depart- ment.

Bearing Fitters [Assemblers] Bearing Fitters [Assemblers] @

Fan, Motor, Starter and
Regulator Assemblers
[Assemblers]

Fan, Motor, Starter and
Regulator Assemblers
[Assemblers] @

Spot Welders

.. Spot Welders @

Regulator Connectors
[Assemblers]

Regulator Connectors [Assem-
blers] @

Resistance Spiral Winders

.. Resistance spiral Winders @

Motor Cleaners

.. Testers.

No. III.

(ENGINEERING) BOMBAY

SON (WORKS) LTD.

& FAIR WAGES.

Class—II		Class—I	
B	A	B	A
65—4/1—97/8 2/8—2 1/4 As.—3/12	65—4/1—97/8 E.B. 6/8—117 2/8—2 1/4 As.—3/12 EB 4 As.—4/8	117—8/2—149/8 4/8—6 As.—5/12	117—8/12—185/4 4/8—6 As.—7/2.

Markers-off*
Fitters*
Turners*

Gaugers
Inspector††

Millers*

Drillers*

Shapers*

Automatic Machine*&
Tool Setters. विनायक जयते

(Heavy) capstan & Turret
Lathes & Automatic Machi-
ne (Heavy) Operators.††

Tool Room Hands doing
precision work.

Leading Hands

Testers††

Class—III				
	D	C	B	A
Rs./Month ..	32/8—18 As. — 40/19	35/12—1/10— 52/—	43/14—1/10—52	52—3/4—65
Rs./Day ..	1/4—1 Anna— 1/0	1/6—1 Anna— 2/—	1/11—1 Anna—2/—	2/— 2 As.—2/8
3. Winding Shop ..			Fan Coil Winders [Winders]	Fan Coil Winders [Winders] @
2			Motor Coil Winders [Winders]	Motor Coil Winders [Winders]
2			Mounters (Male) [Mounters]	Mounters (Male) [Mounters] @
			Mounters (Female) [Mounters]	Mounters (Female) [Mounters]
			Couplers	Couplers @
			Tapers [Insulators]	Tapers [Insulators] @
				Inspectors
			Insulation Man	
			Head Cutters	
			Impregnators	
4. Paint Shop ..		Brush Painters*		Spray Painters (Enamel, Cellulose, oil)*
5. Packing Department.		Packers (II) [Packers]		Packers (I) [Packers]
		Box Makers [Carpenters]		Head Packers [Packers]
		Sawmen [Carpenters]		
Winding Section ..		Insulation Cutters (Machine-men). Impregnators ..	Winders L. V. (Winders) .. Winders H. V. (Winders) ..	Winders L. V. (Winders) @ Winders H. V. (Winders) @
Core making Section.			Core Assemblers (Assemblers) or Core Builders (Bench Hands) (Who also operates Treadle & Power Guillotines).	Core Assemblers (Assemblers) or Core Builders (Bench Hands) (Who also operates Treadle & Power Guillotines).
Assembly Section			Coil Mounters (Mounters) Connectors L. V. (Assemblers) Connectors H. V. (Assemblers) Switch Assemblers (Assemblers) Yoke Assemblers (Assemblers)	Coil Mounters (Mounters) @ Connectors L. V. (Assemblers) Connectors H. V. (Assemblers) @ Switch Assemblers (Assemblers) @ Yoke Assemblers (Assemblers) @
Insulation Section		Linschers (Machine-men).	Fretsaw or Band Saw operators (Machine-men) Circle Cutters (Machine-men) Drillers } (Machine-men) Rollers }	

No. III—*contd.*

Class—II		Class—I.	
H	A	B	A
65—4/1—97/8	65—4/1—97/8 H.B. 6/8—117	117—8/2—149/8	117—9/12—185/4
2/8—2½As.—3/12	2/8—2½As 3/12 P.B. 4As.—4/8	4/8—5As.—5/12	4/8—6As.—7/2

Winders and Mounters having
about 9 years experience and
who are highly efficient in
their work (Winders and
Mounters)

Leading Hands.

Inspectors

Spray Painters (Enamel,
Cellulose, Oil)*

Winders having about 9 years
experience and who are
highly efficient in their work.

Leading Hands.

Leading Hands.

Mounters having about 9 years
experience and who are
highly efficient in their work.

Leading Hands.

Assemblers having about
9 years experience and who
are highly efficient in their
work.

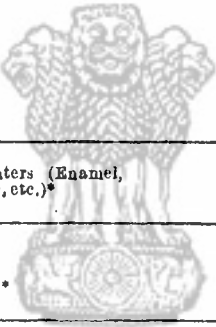
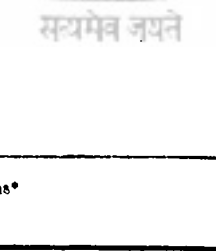
Leading Hands.

STATEMENT

Class III.

	D	C	B	A
Rs./Month ..	32/8—13As.— 40/10	35/12—1/10— 52/—	43/14—1/10—52/—	52/—3/4—65/—
Rs./Day ..	1/4—1/3 Anna— 1/9	1/6—1 Anna— 2/—	1/11—1 Anna—2	2/—2As.—2/8.
<hr/>				
Tank & Sub-Assembly Section. ..			Markers-off (Bench Hands)	Fitters, Turners* (Bench Hands)
			Drillers (Machinemen). Power Gullotine Operators (Machine operators who perform miscellaneous operation and do repetition work). Grinders surfaces Grinders Cropper Operators) Saw Men. (who perform miscellaneous operation and do repetition work).	Drillers (Machinemen)@. (Machine operators who perform miscellaneous operation and do repetition work) (Machinemen)@
			Tube Benders (Machinemen).	Tube Benders (Machinemen)
			Cable Box Assemblers (Assemblers)	Cable Box Assemblers (Assemblers)@
			Oil Filter Operators ..	Oil Filter Operators@
			<hr/>	
Paint Shop ..			Brush Painters (Process Works)	Spray, Painters (Enamel Cellulose, etc.)*
			<hr/>	
Packing Section		Packers (Packers)		Chief Packers (Packers)
		Sawmen (carpenters)		
			<hr/>	
Stores Section	Store Coolies (Manual Assistants)	Stores Assistants		
	(Store Keepers Assistants)	(Store Keepers Assistants)		
			<hr/>	
General				Electricians* Cranemen

No. III—*concl'd.*

Class II.		Class I.	
B	A	B	A
65—4/1—97/8	65—4/1—97/8 E.B. 6/8—117	117—8/2—149/8	117—9/12—185/4
2/8—2½As.—3/12	2/8—2½As. 3/12 E.B. 4 As.—4/8.	4/8—5As.—5/12	4/8—6As.—7/2
Fitters* Turners* Markers off*			
			
Spray Painters (Enamel, Cellulose, etc.)*			
Carpenter.*			
			
Electricians*			
Wiremen*			



BOMBAY : PRINTED AT THE GOVERNMENT CENTRAL PRESS.

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